

A photograph of a woman with dark braids and large, round, patterned earrings, wearing a brown top, engaged in conversation with a man whose profile is partially visible on the left. They are seated at a wooden table with several white coffee cups and an open book. The background is bright and out of focus, suggesting an indoor setting with large windows.

# Fort Worth, TX Data Assessment Report

National League of Cities  
Race, Equity And Leadership (REAL)

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## Executive Summary

The City of Fort Worth made a commitment to conduct a data assessment of its efforts for advancing racial equity. The creation of the Fort Worth Race and Culture Task Force was an important step that shows the priority the city made to community engagement as part of this process. There are not many cities who voluntarily take the difficult step in conducting analysis to assure that they review data that would help them understand the disparities and create strategies to address them. This process has demonstrated that there is a real desire in the city to tackle these difficult issues. The process requires difficult conversations, honest reflection and most importantly, the individuals willing to do this. The National League of Cities commends the city of Fort Worth for its leadership and commitment to advancing racial equity.

This report provides the final analysis by the National League of Cities (NLC) based on its data assessment work completed over nine months. During the initial assessment, each city agency responded to a set of questions on data collection and disaggregation (i.e., place/zip code, race/ethnicity, gender). The results from that survey showed that only four agencies (i.e., Economic Development, Municipal Courts, Neighborhood Services, and Police) indicated that they were collecting disaggregated data. Next, NLC conducted follow-up interviews with leadership from the agencies that collect disaggregated data, as well as two agencies that did not, to learn more about their data systems, limitations and opportunities to collect disaggregated data. As a final step, the agencies that were collecting disaggregated data shared with NLC data for further analysis of disparities.

This report organizes its findings into two areas:

1. Patterns of Racial Disparities within Existing Data
2. Observations and Recommendations for Data Systems Improvement

Using the disaggregated data collected by the four agencies, NLC identified seven data points where potential patterns of racial disparities existed. While data showed clear disparities, NLC did not have enough information to determine if it was a pattern, nor did NLC have enough context to interpret why the disparities existed. The Conclusion section of this report offers a key recommendation for using the Government Alliance for Race and Equity Racial Equity Tool, previously introduced during the three-part leadership training series for city leaders, as a resource for better understanding the disparities and the strategies the city can take to eliminate them.

The seven potential patterns of disparities highlighted in this report include:

1. Court case data demonstrating that black civilians have more cases with highly delinquent status and are disproportionately assessed fines and fees for certain violation categories than white civilians

2. Blacks and Hispanics were more likely to get arrested than whites
3. Approximately one third of Marshals were responsible for the majority of Marshal stops in 2017
4. Mostly white police officers used force disproportionately on civilians of color than White civilians
5. Significantly more black and Hispanic individuals were searched than white individuals in all years except 2013
6. Mostly white officers arrested civilians of color
7. Vehicle traffic stops showed less disparity by race than any other data analyzed

The data analyzed offered additional observations for the city to explore further. The three observations highlighted in the report are:

1. Data that suggests blacks are disproportionately arrested for the top six offenses in the city
2. A disproportionate number of “Unknown Drugs” and “Unknown” assessments being used in classifying physical and mental capacity
3. Data that suggests there is a disproportionate use of force with blacks in the West division.

The opportunities to better understand the data systems in the city can be organized into three categories:

1. Data Quality – *Maximizing the data power*
2. Data Use – *Leveraging the power of data*
3. Infrastructure – *Improving the data network*

The results from the Data Governance Survey indicated that the city should examine more carefully the number of agencies not collecting data that could be disaggregated. The assessment also highlighted recommendations and opportunities for improvements:

1. Create general guidelines to facilitate a consistent approach to assess the equity impact of programs across agencies
2. Clearly define roles and responsibilities for collecting racially disaggregated data
3. Train and equip city wide staff with tools through racial equity training
4. Enhance communication and share data across agencies and stakeholders
5. Ensure the protection of personally identifiable information
6. Involve and consult relevant stakeholders

Based on the data assessment, we recommend the city make the following commitments:

- **Data Governance Analysis:** Develop a plan with each agency to examine its data collection efforts and identify opportunities to disaggregate data by race and ethnicity.
- **Data System Improvement:** Create a cross-agency structure to address the recommendations and opportunities to improve the data systems across each agency outlined in this report.
- **Patterns of Disparities:** Engage the community using a racial equity tool to better understand the disparities and the strategies the city can take to eliminate the potential disparities identified in this report.

The most important part of the racial equity tool is the effective engagement of the community throughout each component. Continuing to invest in and create opportunities to support the community engagement with the city to tackle these difficult challenges head on will be one of the greatest investments the City of Fort Worth can make in its future.

The National League of Cities looks forward to supporting Fort Worth in its efforts as it continues this journey to advance racial equity and build thriving communities.

## Patterns of Racial Disparities

Based on the data NLC received from the four city agencies, this section identifies clear data points that highlight potential patterns of racial disparities and makes note of data that would benefit from further analysis. Listed below are seven key data points and three data observations from the analysis. This section also shares other observations across the four agencies who shared their disaggregate data. It is important to note that some of the analysis will reflect an increased contact between white officers and civilians of color since white officers make up a large percentage of the police force.

### Key Data Point #1: Enforcement Cases and Fines

***Court case data demonstrates that black civilians have more cases with highly delinquent status and are disproportionately assessed fines and fees for certain violation categories than white civilians.***

The “Closed” case status is the most prevalent status for all races in these datasets; however, the proportion of races in other statuses varied. For example, when compared to their

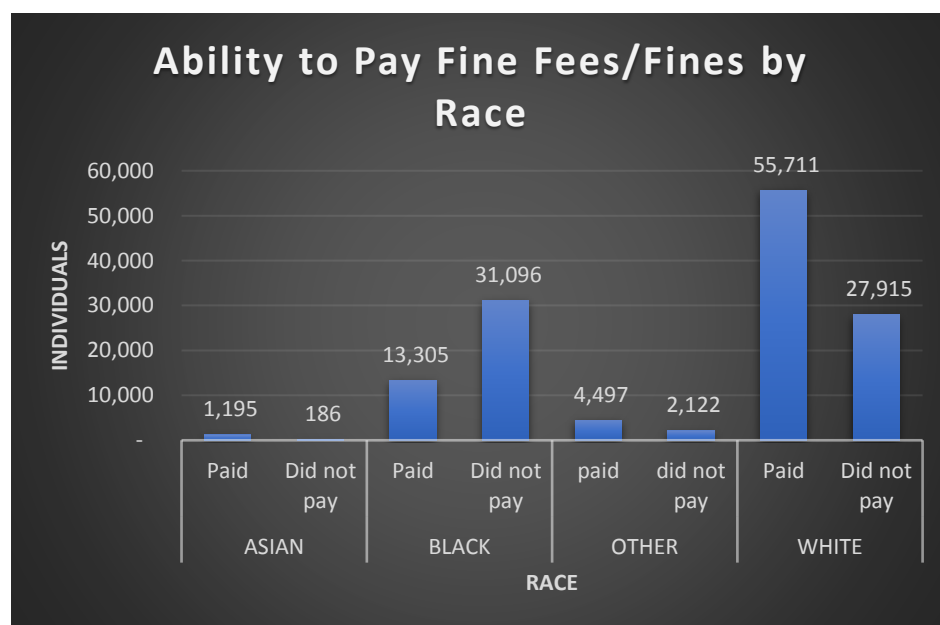


Figure 1

proportion in the overall population, certain statuses such as “In Jail”, “Delinquent”, “Warrant Capias” and “Court Set” had a larger proportion of black enforcement cases than white cases. Similar patterns appeared in the Fees/Fines and Court Cases datasets. For Fees/Fines, certain violation

categories such as “failure to secure child in safety seat system” and “driving while license invalid” had a higher proportion of African Americans. Furthermore, the case status of “warrant alias”, a status which predominantly applied to African Americans, may result in additional charges, creating financial distress. Both patterns raise questions about the relationship between race, income level and the financial ability to pay fines, indicating a potentially

disproportionate financial burden faced by blacks and Hispanics. This is further reinforced by the Fees/Fines data which revealed that blacks were disproportionately unable to pay their fees and fines (70% did not pay), while 67% of whites paid their fines (*Figure 1*).

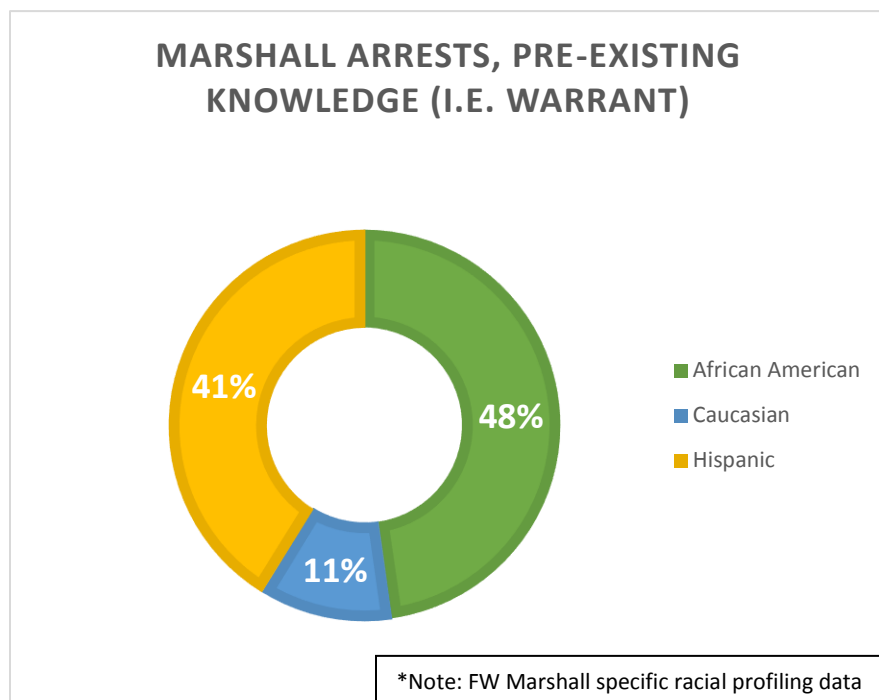
### Key Data Point #2:

#### Arrest Rates

***Blacks and Hispanics are more likely to be arrested than Whites.***

According to municipal court data, of the almost 4,000 individuals in the Racial Profiling Data (Municipal Courts), half were African-American, and one-third were Hispanic. African Americans were more likely to get arrested than whites (84% versus 67%). Hispanics were also more likely to be arrested than

whites at 74%. The most predominant reason for being stopped was due to “Pre-existing knowledge (i.e. warrant)”. *Figure 2* highlights the percentages of those arrested by race.



*Figure 2*



### Key Data Point #3: Marshall Stops

*Approximately one third of Marshals were responsible for the majority of Marshall stops in 2017, which were disproportionately black and Hispanic.*

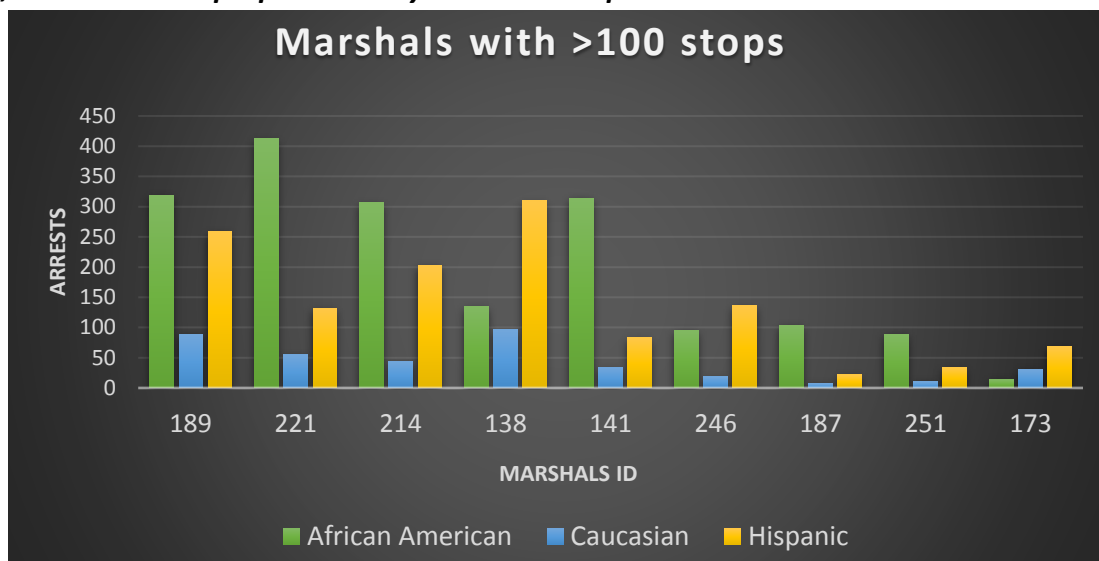


Figure 3

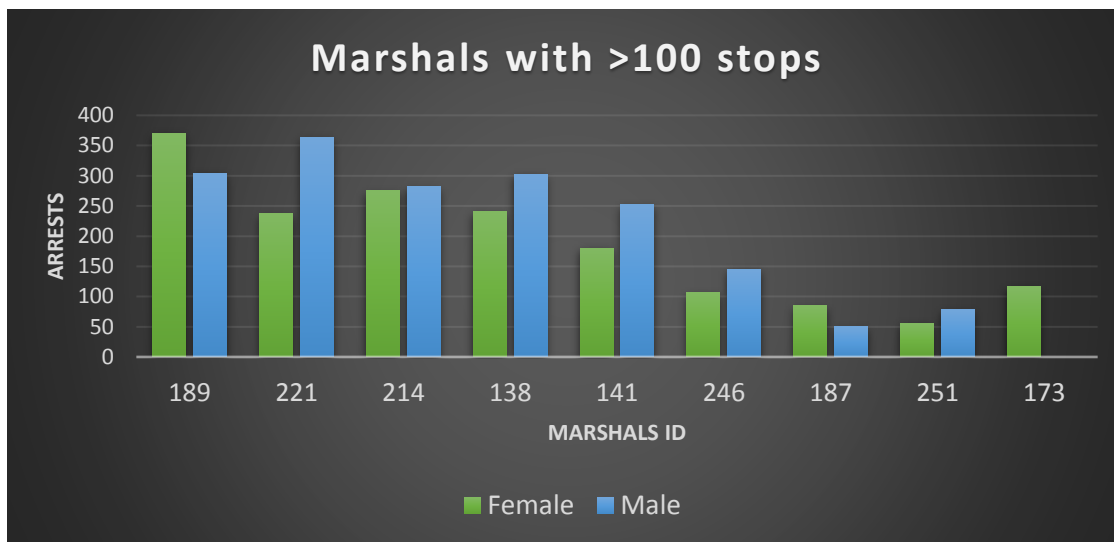


Figure 4

The second most common reason for being stopped was “Vehicle Traffic Violation (Equipment, Inspection, Registration)” followed by “Moving Traffic Violation”. Males were the majority of those stopped, regardless of race (Figure 4). A total of nine marshals in the overall population of approximately 30 marshals stopped more than 100 people each in 2017 (Figure 3). The analysis shows that blacks and Hispanics are stopped significantly more than whites. Variations in the race of those stopped by these nine officers could be an indication of the racial make-up of the neighborhoods that were patrolled.

## Key Data Point #4: Police Use of Force

Mostly white police officers have used force disproportionately on civilians of color than white civilians.

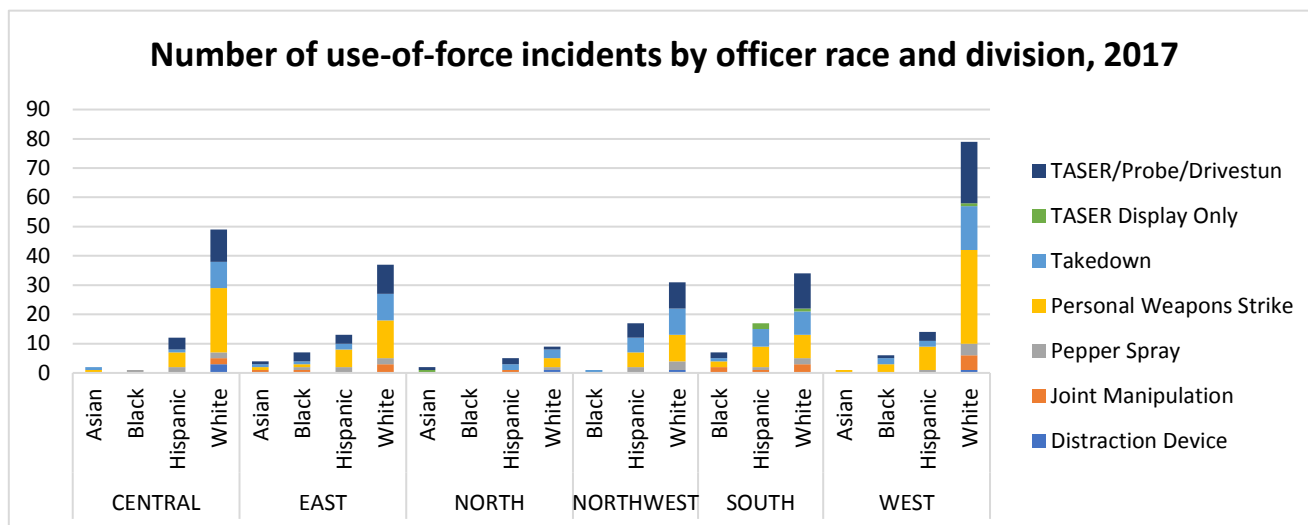


Figure 3

In the eastern part of Fort Worth, the vast majority of civilians on whom force was used were black, whereas in other divisions, the majority were Hispanic.

Figure 5 shows how the use of force was committed by predominantly white officers in all divisions. Figure 6 provides insight on civilians who experienced the use of force by these police officers. In the east, the vast majority of civilians on whom force was used were black, whereas in the central and south divisions, Hispanic and black civilians predominantly experienced use of

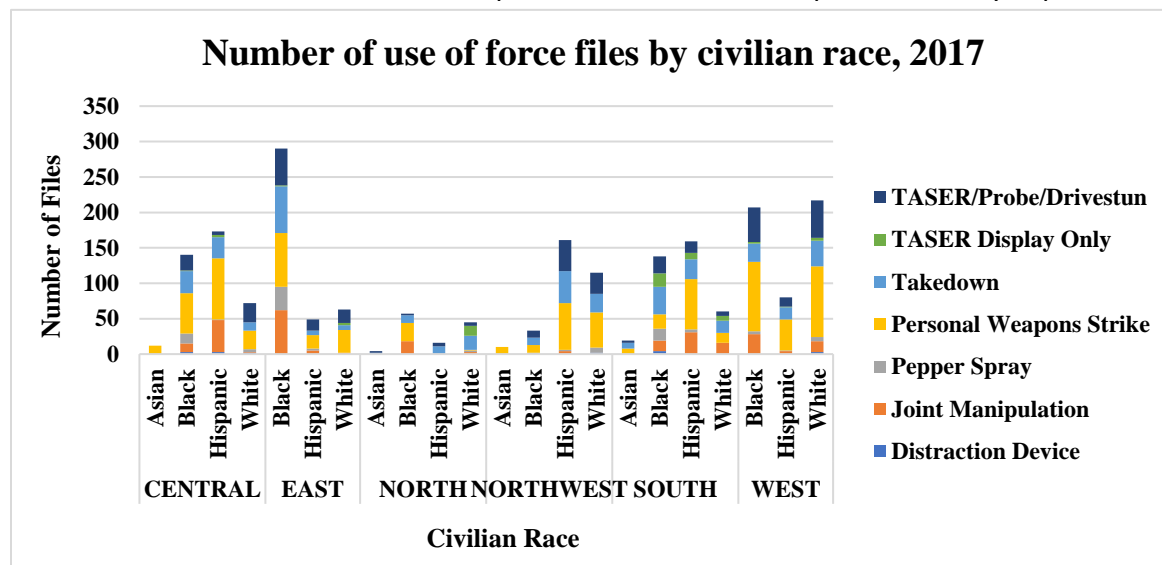


Figure 4

**Note: One incident can include multiple files.**

force. It is also important to examine the disproportionate minority contact with marshals within each division. This observation is mentioned later in the report and should be examined carefully by the city.

## Key Data Point #5: Civilian Searches & Stops

***Disproportionately more black individuals were stopped and searched than any other group.***

Figure 7 and Figure 8 show how civilians fared across racial groups with searches and stops. Figure 7 shows searches conducted on civilians by race. Figure 8 highlights the stops made by officers on civilians by race. Figure 7 shows the number of searches conducted by race and the result of contraband findings, where contraband found is defined as a “productive search” by national standards. Blacks and Hispanics were searched more in general than white individuals and were involved in more “non-productive” searches than white individuals. As Figure 8 shows, significantly more black and Hispanic individuals were searched than white individuals in all years except 2013, when Hispanic individuals were searched less. It is worth noting that in 2013 searches on all racial groups were at their peak. In the years since, searches on all racial groups have declined but blacks have disproportionately remained the most searched.

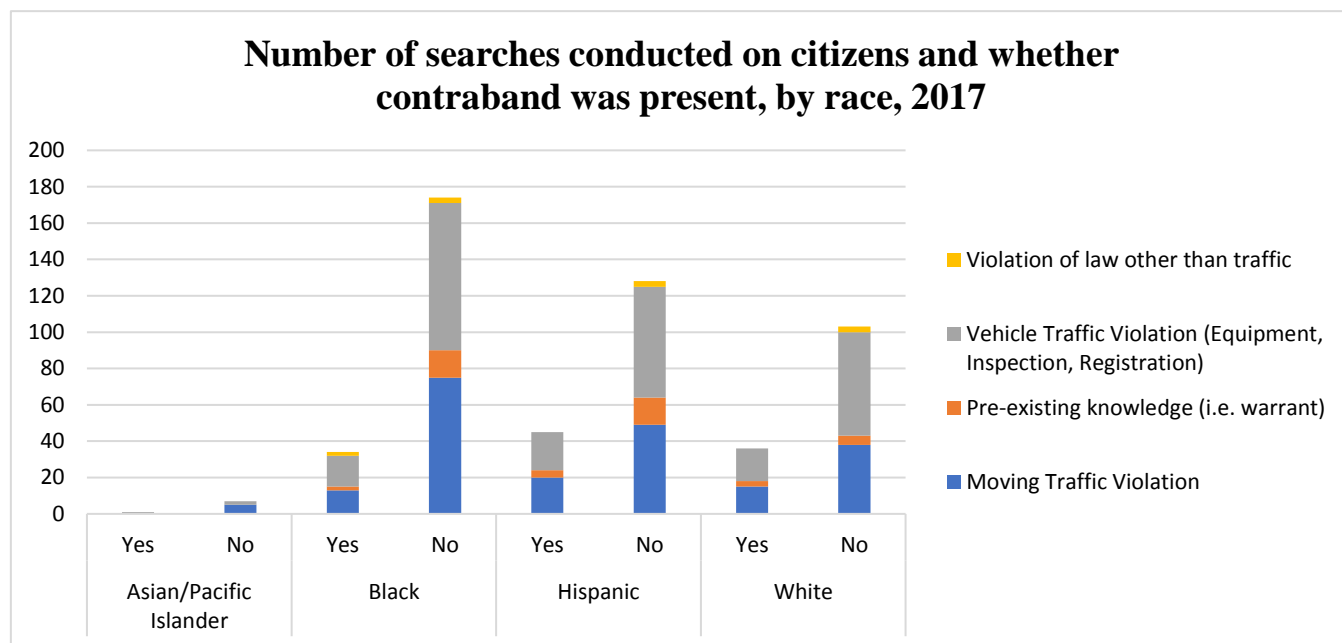


Figure 5

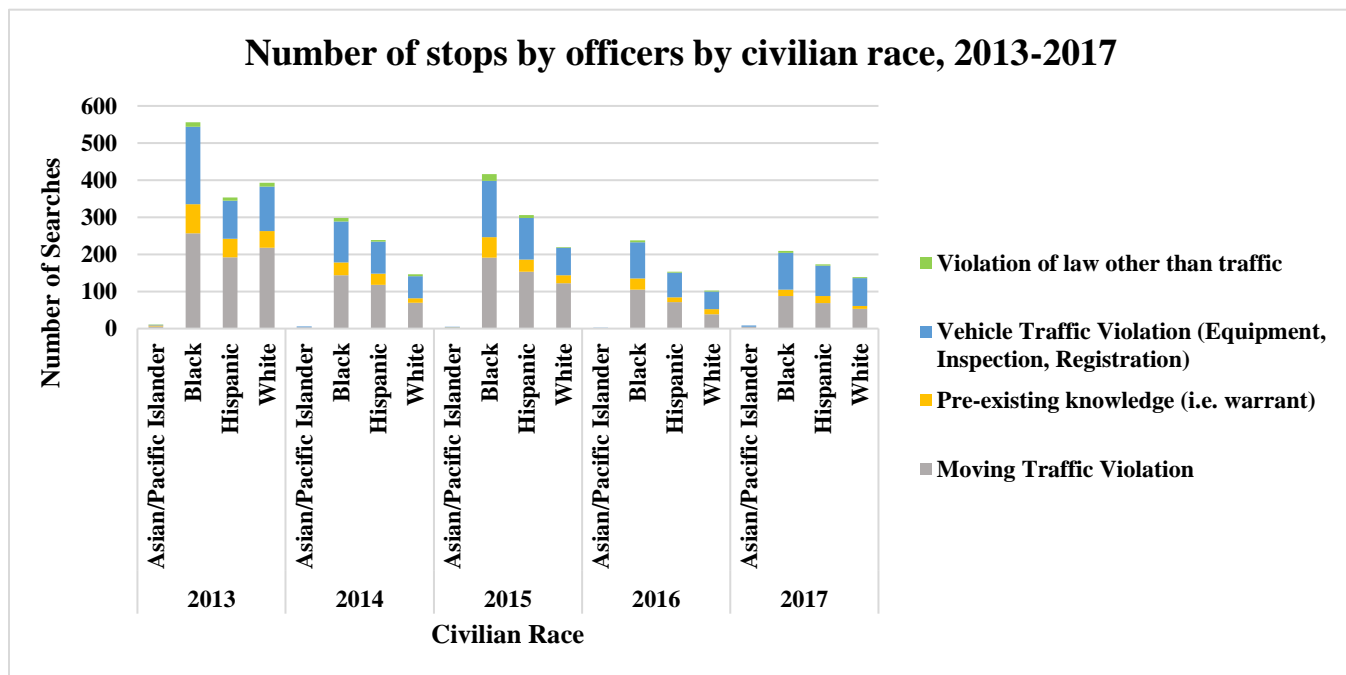


Figure 6

## Key Data Point #6: Reasons for Charges Filed

***A disproportionate number of civilians of color are charged more than white civilians.***

Figure 9 breaks down charges filed against civilians across racial groups in the most recent year of 2017. Resisting arrest, evading arrest and other felonies were the most common charges

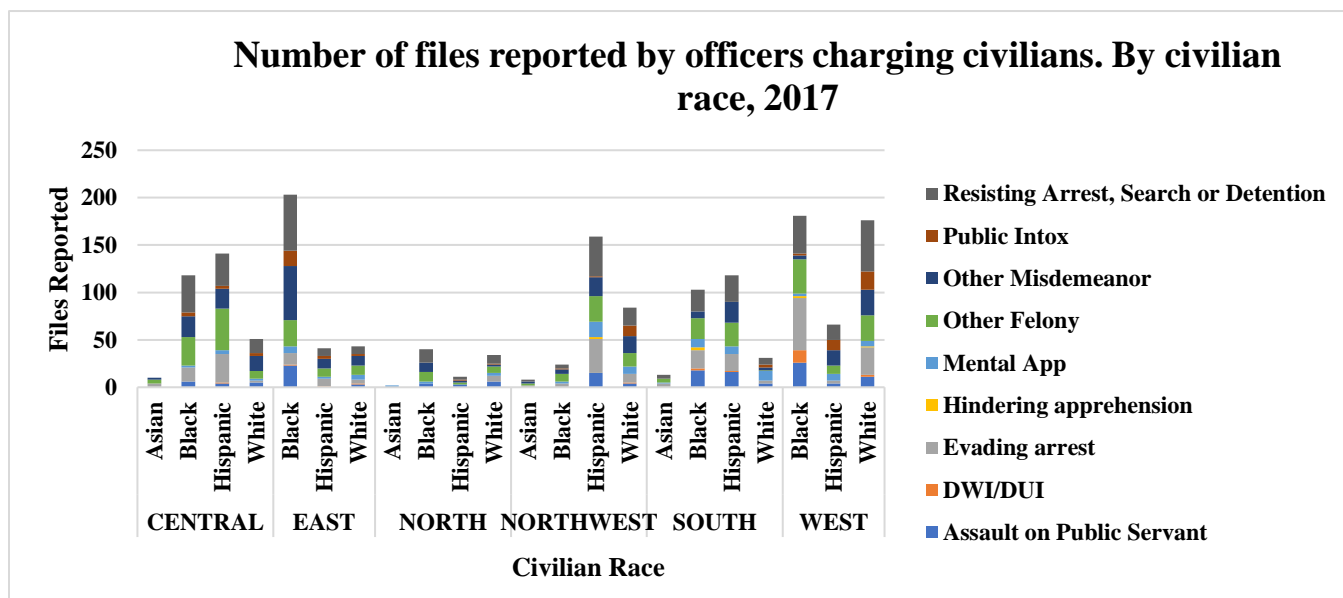


Figure 9

\*Note: Data does not include arrests of juveniles, individuals involving child abuse and sexual assaults that occurred at a residence

across the divisions. Civilian interaction with police is similar to the trend in *Figure 6* when looking at the “use of force files by civilian race”. In the east, black individuals were disproportionately affected—in the northwest division, Hispanics, and in the west division, blacks.

*Figure 9* also shows that the east division has a disproportionate amount of blacks who are charged with resisting arrest and other misdemeanors compared to the other divisions. In the west, there is a disproportionate amount of blacks charged with evading arrest. Hispanics in the central division were more likely to be charged with other felonies, whereas in the northwest they were more likely to be charged with evading or resisting arrest.

## Key Data Point #7: Police Stops

***Vehicle traffic stops show less disproportionality by race than any other data.***

*Figure 10* shows how vehicle and traffic stops were made across racial groups by civilian race. *Figure 11* shows stops by race of the officer. The most common stop is for moving traffic violation, followed by vehicle traffic violation. Stops by white officers have generally declined over time. In 2017, approximately 32,000 tickets were reported by officers, of which 22,000 were reported by white officers. At the same time, 17,000 white civilians were stopped, compared to about 9,000 blacks and 6,000 Hispanics.

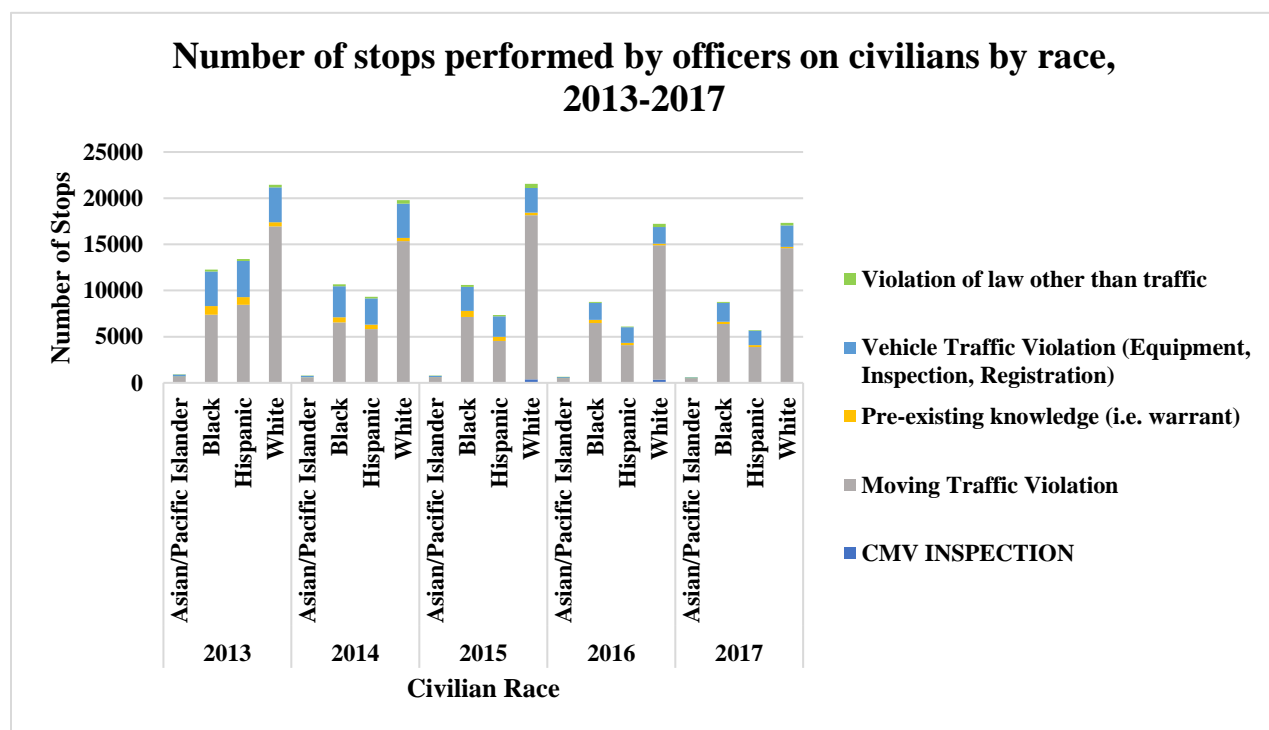


Figure 10

Compared to other findings, this data represents the first-time whites are stopped more than other racial/ethnic groups.

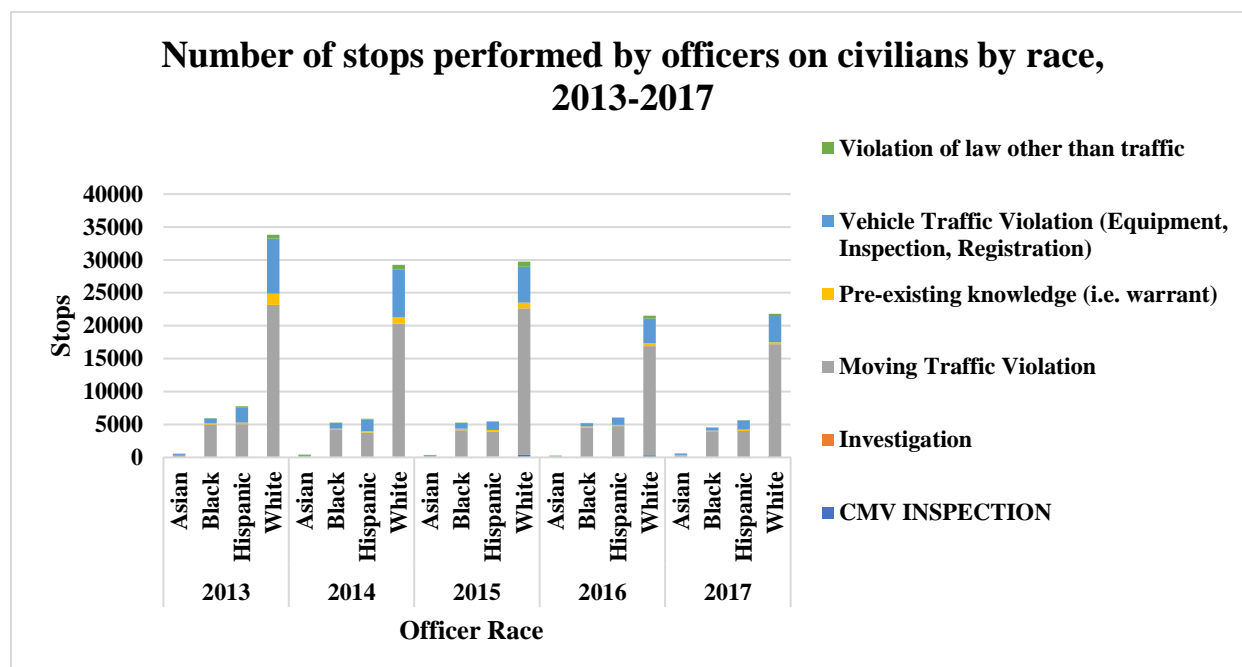


Figure 11

## Key Data Observation #1: Arrest for Top Six Offenses

*Data suggests that blacks are disproportionately arrested for the top six offenses in the city.*

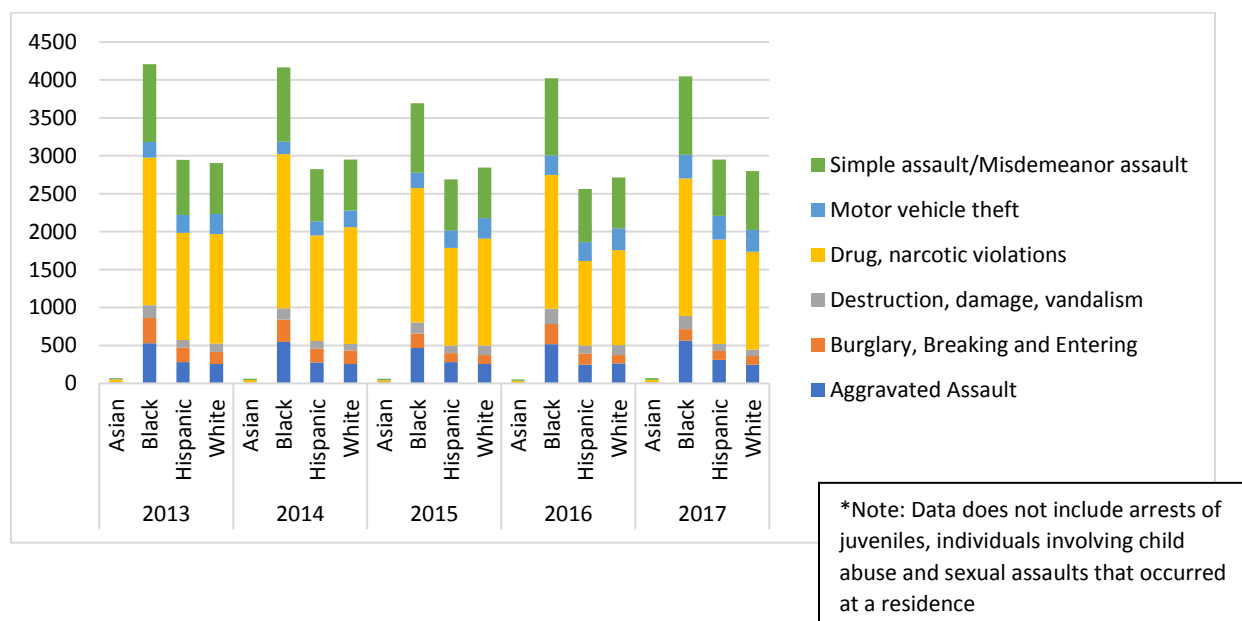


Figure 12

Figure 12 shows that a disproportionate amount of blacks are arrested for the top six offenses (out of a total of 60 reported offenses) compared to their demographic representation in the city. Simple assault/misdemeanor assault, and drug, narcotic violations represent most of the arrests for both whites and blacks. The disparities in the data is compelling enough for the city to better understand any additional context that may explain this disparity.

## Key Data Observation #2: Individuals Assessed for Physical and Mental Capacity

***A disproportionate number of “Unknown Drugs” and “Unknown” assessments are being used to classify physical and mental capacity.***

The high level of “unknown drugs” and “unknown” assessments raise questions regarding classification and the practices, processes and procedures being used to make these classifications. Additionally, there is no relevant data that disaggregates by race and ethnicity, which limits opportunities to examine potential patterns of disparity. This data point provides the city an opportunity to better understand who is being impacted and burdened by these

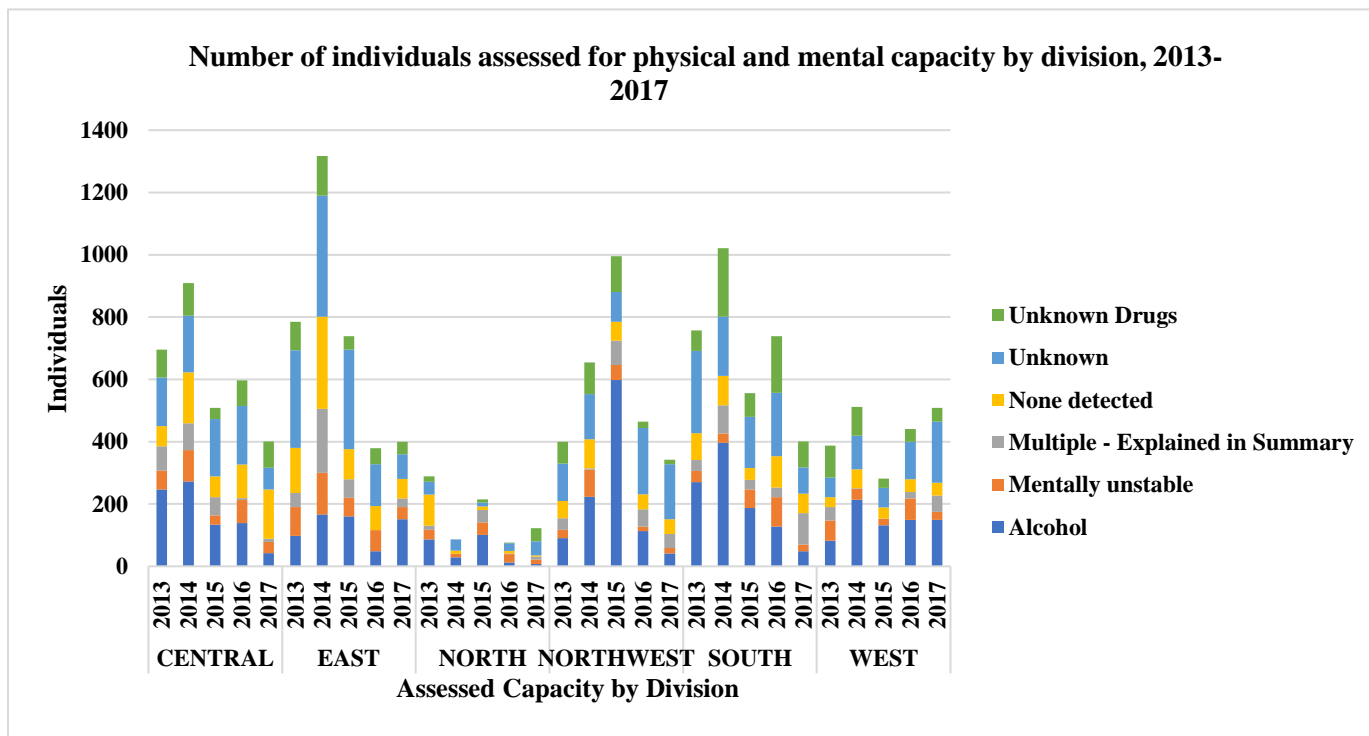


Figure 13

assessments. The data also raises questions on how assessments are made and whether there is a way to improve the data that is collected to reduce the high number of unknowns and provide a more accurate assessment.

## Key Data Observation #3: Police Officers Contact with Civilians by Region

***Data suggests there is a disproportionate amount of contact with blacks in the west division.***

Figure 9 was used earlier to show that more white police officers were charging civilians of color. However, Figure 9 also offers an opportunity for the city to examine the potential for disproportionate minority contact. The interviews with the police department provided some assessment of the racial demographics of the police divisions identified in Figure 6 and Figure 9. The north division is predominantly white. The northwest division is predominantly Hispanic on the inside-loop and predominantly white on the outside-loop. The west division is mostly white with a large Hispanic population. The south division is very mixed – whites, Hispanics and blacks. The east division has a significant population of blacks. The Central also has a mix—north of downtown (mostly Hispanic); south of downtown (mostly black and Hispanic...east of 35); and downtown (mostly white). NLC does not have the racial demographic composition of the respective police divisions so the feedback from the interviews with the police raises important questions for the city to consider. Given the racial demographic data identified by police, are

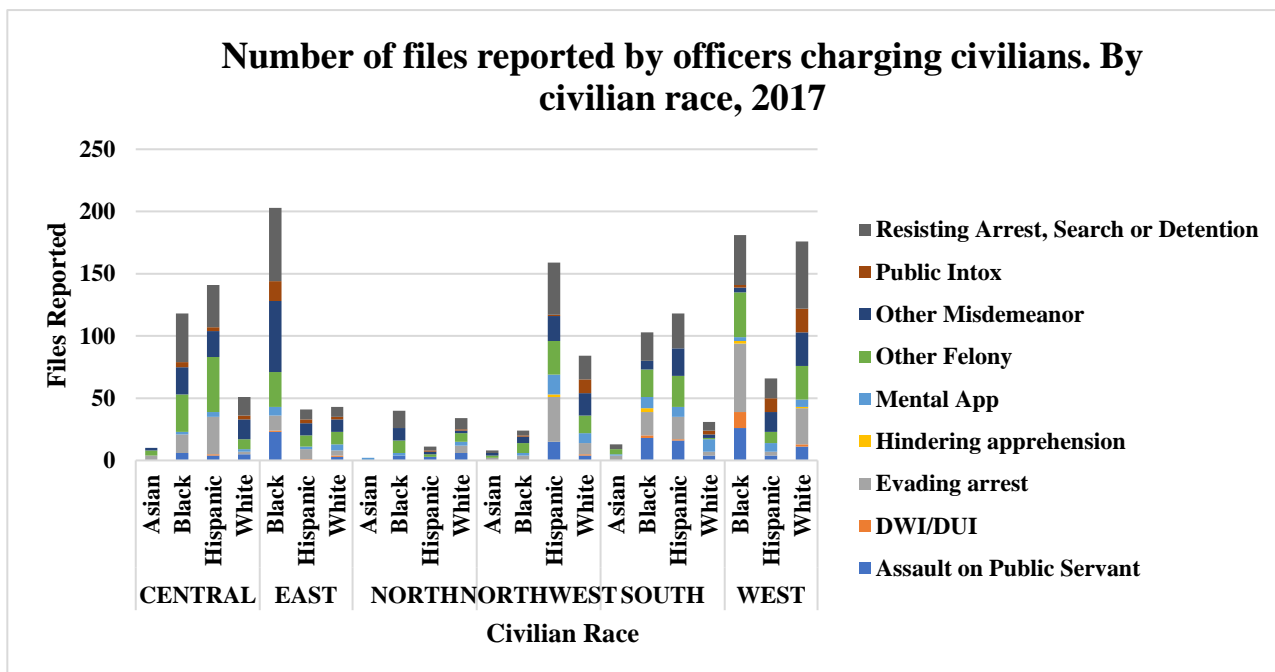


Figure 9

there any concerns about disproportionate minority contact? In particular, if the west division is mostly white and Hispanic, then the data shows a disproportionate amount of contact with blacks in that division.



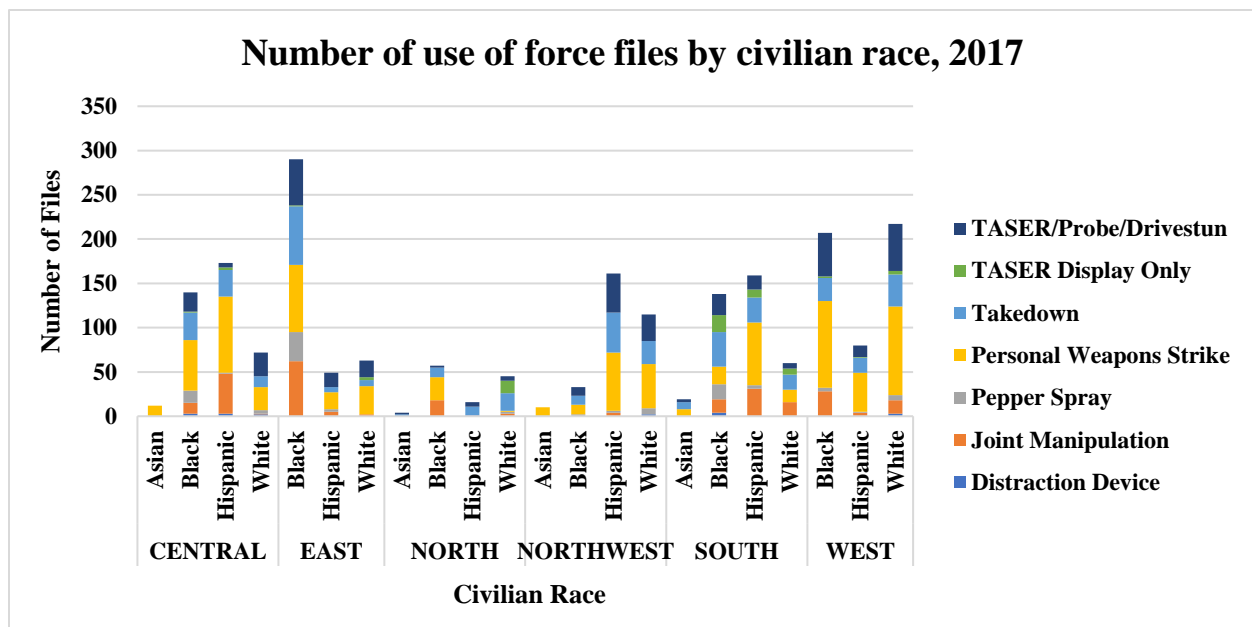


Figure 6

## Additional Data Observations By City Agencies

It is important to reiterate that the analysis conducted by NLC's REAL team is not intended to present a comprehensive assessment of the status of racial disparity in the programs, procedures and practices of city agencies. The analysis conducted is to provide the city with deeper insight into the infrastructure, processes and systems currently in place in respects to advancing racial equity. In addition, the analysis is intended to provide insights about patterns; and raise questions that may be used to guide agencies as they move forward on disaggregating and analyzing data for disparity. The following sections highlight some of the identified patterns and questions the city can raise to further explore potential of disparities. Only agencies that provided data will be discussed in this section. Observations in this section were key in observations made in previous sections.

*\*Note: All data charts are provided in appendix*

### Neighborhood Services

- Data aggregated reported at the Tarrant County level was provided for six major federal programs (Community Services Block Grant-CSBG, Comprehensive Energy Assistance Program-CEAP, Emergency Solutions Grant-ESG, Housing Opportunities for Person with AIDS-HOPWA, HOME Investment Partnerships Program-HOME, Low Income Home Energy Assistance Program- LIHEAP)
- Analysis of Community Services Block Grant (CSBG) and Comprehensive Energy Assistance Program (CEAP) showed that racial distribution remained static between 2016 and 2017 for these two programs

- A significant amount of information is provided on various indicators including education level, poverty status, age, disability, services received etc.
- The combined excel file presents disaggregated data for each program by race and income level. Most programs serving a majority of African Americans also serve very low-income individuals.
- The program that serves a higher income bracket and has the largest grant amount serves (Homeownership) more white households, although the number served is very low

**Potential to explore:** Additional data on the demographic context of Tarrant County, disaggregated by location data or data at the individual level, and information on how different people experience the process of accessing services could enrich the analysis of potential disparities in program delivery.

### **Economic Development**

- The disaggregated data available was very detailed and seemed intended to mitigate discrimination according to race, color, sex and national origin
- The agency sets targets for participation of Small Business Enterprise (SBE) categories
- The data appears to only be applicable to DOT-assisted contracts
- The data provided allows information to be drawn about the dominance of one race versus another among the population of small and minority business contractors
- Because no data is provided on the total number of non-minority business contractors, patterns of racial disparity cannot be discerned in the universe of contracts.

**Potential to explore:** Relationship to universe of non-MWBE contracts. Shifts in policy changes and relative impact on contract awards.

### **Municipal Courts**

#### Court Cases:

- Data quality issues caused the exclusion of 4% of cases from the analysis
- Almost two-thirds of the court cases are for white individuals and a similar proportion are male
- “Closed” case status is the most prevalent status for all races
- African Americans have greater proportions of cases in the “warrant alias” “delinquent” and “warrant capias” case statuses
- The majority of “closed” cases are moving violations. A large number also fall within the “warrant alias” status
- The violation categories that have the highest proportion of African Americans are “Failure to secure child in safety seat system” and “Driving while license invalid”

**Potential to explore:** Does data indicate some gap of support service that needs to be addressed by other departments and/or additional services? The dominant case status of

“warrant alias” places a financial burden caused by additional charges. What are the implications of that?

#### Fees & Fines:

- Data quality issues caused the exclusion of 1% of cases
- Almost two-thirds of the court cases are for white individuals and a similar proportion are male
- The average amount owed was approximately \$340, with an average of 40% of that amount being paid
- “Speeding”, “failure to maintain financial responsibility” and “no operator’s license” were the violation categories with the largest counts for the entire population
- Patterns vary by race, with African Americans constituting the majority of those with “failure to secure child in safety seat system”, “failure to maintain financial responsibility” and “driving while license invalid”. The speeding violations are committed by less than 1/3 of African Americans
- The ability to pay also varied by race, with African Americans showing a lower ability to pay than other races

**Potential to explore:** “Failure to maintain financial responsibility”, & “failure to secure a child in a safety seat” are economic-related reasons to receive a ticket. Is there a policy or program that can be put in place to address this?

#### Racial Profiling:

- Half of all racial profiling cases in 2017 were African American and over 1/3 were Hispanic
- African Americans were more likely to get arrested than whites. The most predominant reason for being stopped was due to “pre-existing knowledge (i.e. warrant)”
- The second most common reason for being stopped was “vehicle traffic violation (equipment, inspection, registration)” followed by “moving traffic violation”
- Males were the majority of those stopped, regardless of race
- Nine officers stopped more than 100 people in 2017
- Variations in the race of those stopped by certain officers could be an indication of the racial make-up of the neighborhoods that were patrolled

- Certain officers stopped more women than men

**Potential to explore:** What are the connections between this data and the other data sets? What contributes to the officer specific patterns of stops? Is there a need to provide targeted training for specific officers?

## Police Department

Three datasets were provided to NLC: 1) crime data, 2) use of force data, and 3) stops data. Based on the data provided, the following observations were made:

- All divisions are dominated by white officers but there has been a general increase in Hispanic and black officers over time in all divisions
- “Victims” comprised the largest category in all divisions, followed by suspects, then arrests. White and black individuals were arrested and suspected more than Hispanic and Asian individuals. Arrests generally declined over time in the central, east and west divisions
- The top three offenses were motor vehicle theft, simple and misdemeanor assault.
- The top three types of force used by officers were personal weapons strike, takedown and taser probing
- Use of force was predominantly by white officers in all divisions, followed by Hispanic officers
- In the east, the vast majority of civilians on whom force was used were black, whereas in the other divisions, the majority were Hispanic
- The top three charges against civilians were resisting arrest, evading arrest and other felonies
- The most common stop made by officers was for moving traffic violation, followed by vehicle traffic violation to a smaller extent. Significantly more black and Hispanic individuals were searched than white individuals in all years except 2013.

## Data System Improvement: Observations and Analysis

Data is a central piece in the fight to achieve inclusive, thriving and healthy communities. For cities to address inequities, they must first understand where they stand. Gaining this understanding requires, at a minimum, that city government agencies that provide services and support to local populations collect and analyze racially disaggregated data. These agencies will then possess an important element of the necessary tools to drive equitable decision-making processes that take race and equity into account. It is important to reiterate that all analysis conducted by NLC’s REAL team is not intended to present a comprehensive assessment of the status of racial disparity in the programs, procedures and practices of city agencies. The analysis

conducted is to provide the city with deeper insight into the infrastructure, processes and systems currently in place in respects to advancing racial equity. In addition, the analysis reveals insights about racial patterns that may indicate disparities; and raises questions that may be used to guide agencies as they move forward on disaggregating and analyzing data for disparities. REAL's observations on data systems can be divided into three main areas of focus:

1. Data Quality – *Maximizing the data power of Fort Worth*
2. Data Use – *Leveraging the Power of Data*
3. Infrastructure – *Improving the Data Network*

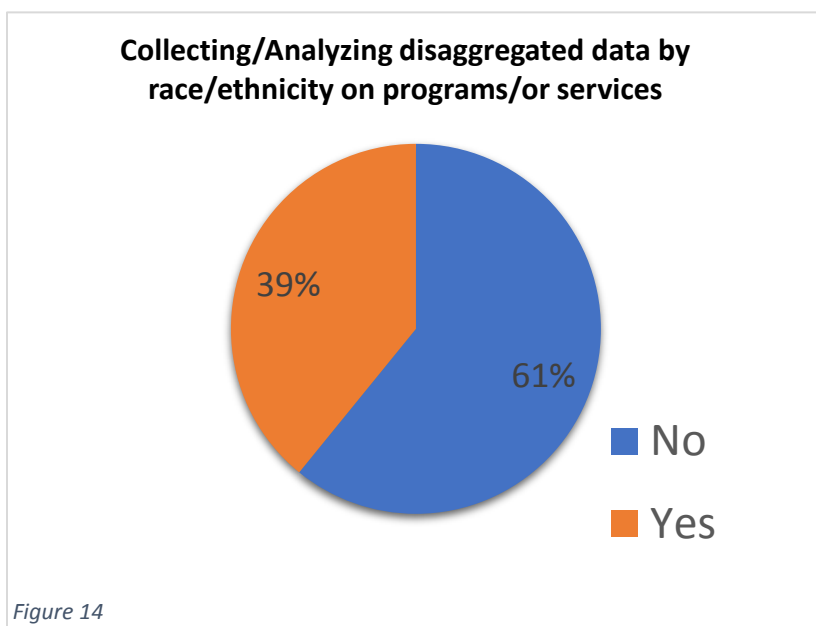
### **Data Quality – Maximizing the Data Power of Fort Worth**

Data is a critical tool in understanding the status of inequity in cities. Data allows city agencies to answer questions such as: How much inequity does a city have? How is the gap between the rich and poor changing? Where are racial or other disparities most predominant? The insight that can be gained from collecting and analyzing disaggregated data will help city governments address and improve services and the lives of residents. The integrity of this data is paramount. Agencies cannot accurately answer these questions if bad data exists. This section will focus on Fort Worth's data quality and where challenges arise.

### **Disaggregated Data**

Early on in REAL's process of collecting qualitative and quantitative data, it became evident that collection of data by race and ethnicity was scarce city-wide. As indicated in our initial *data governance survey*, of the 23 respondents to REAL's survey, 61%, approximately two-thirds of city agencies, indicated that their agency did not currently collect and/or analyze data on programs and/or services that disaggregate the information by race/ethnicity (*Figure 14*).

The agencies that did indicate they collected data by race/ethnicity were the Human Resources Department, City Manager's Office, Performance and



Budget Department, City Secretary, Municipal Courts, Planning and Development, Economic Development and Neighborhood Services. These agencies indicated which areas they were collecting/analyzing disaggregated data by race/ethnicity in the following programs and/or services (see *Table 1*).

*Table 1*

Task Force Committee	Relevant City Agency	Disaggregated Data
Criminal Justice	Police Department	National Initiative Data
	Municipal Court	Enforcement, Court cases, Fees and fines, Number of residents in custody, Racial Profiling report submitted by Marshal Division
Economic Development	Human Resources Department	Applicants for jobs and employee demographics
	Planning and Development	City contracts Awarded, Jobs provided by a contract (including construction and permanent jobs)
	Economic Development	City Contracts Awarded
	Neighborhood Services	Enrollment in programs targeted to low-income residents, Number of low-income residents served
Education	Neighborhood Services	Educational attainment of residents served, Enrollment at public recreation programs
Health	Neighborhood Services	Usage of city parks and other public goods
Housing	City Manager's Office	Fair Housing Data
	Performance & Budget	Resident Survey data
	Neighborhood Services	Affordable Housing applicants, Residents within service area
	Planning and Development	Residential demographic changes
Transportation	Aviation Department	Currently no disaggregated data
	Fort Worth Airport System	
	Transportation and Public Works	

REAL conducted in-depth interviews with two agencies (Libraries and Transportation). Of the 61% who indicated they were not disaggregating data by race/ethnicity, library staff indicated that they did not collect data to preserve the public trust of communities of color.

Transportation and Public Works stated that it was not part of the agencies data collection and decision-making process because they did not see it as applicable. Acknowledging that these are only two examples of the fourteen agencies not collecting data by race/ethnicity, they do provide different rationales for not collecting disaggregated data and highlight areas to explore for the City of Fort Worth. Why does an agency hold the belief that collecting this data would break the bond of trust with a specific community? Is an agency serving communities equitably by not tracking disaggregated data by race/ethnicity? Who is being impacted? Who is being left behind? Without collecting and analyzing disaggregated data, it is not possible to see the differential impact by race and ethnicity across programs, practices and procedures in governance.

## **Data Entry and Consistency**

Elected and appointed officials as well as agency leadership use data to understand the impact services have on the residents of their communities. Data, however, is only as good as it is entered, structured and maintained. REAL's observation of a small sample of city agencies qualitative and quantitative data collection indicate that quality is an area that requires focused attention by the city's leadership. REAL observed two key areas for improvement: data entry and data consistency.

Data entry, specifically manual data entry, was identified and substantiated by quantitative data analysis as an issue. Throughout interviews, staff responsible for collecting disaggregated data by race/ethnicity reported that significant amounts of data are being manually entered by staff. Staff acknowledged that manual data entry, especially in large quantities, leads to high potential for human error. As an example, within the Municipal Courts data, both the "Court Cases and Fees/Fines" datasets had data quality issues which caused the exclusion of a small percentage of cases from the analysis, including 4% of court cases and 1% of fees cases (*see figure 15*)

The second subcomponent to data quality is data consistency. Interviews and quantitative data analysis show that city agencies are collecting and coding data differently from agency to agency. One of the most prevalent examples presented is how race/ethnicity coding is executed within data sets. In some data sets, even within a specific agency, the use of "Hispanic/Latino" was inconsistent. The only rationale provided, though only applicable to some of the data provided, was said to be driven by statutory mandates, either regulated by county, state and/or federal mandates for the respective program. In the case of Planning and Development, the Economic Development department focused on Minority/Women Business Enterprise (MWBE) contracts, but it was unclear how MWBE was defined when ethnicity was not a data point/contributing variable of consideration.

The figure displays two screenshots of an Excel spreadsheet titled "NLC DATA GOVERNANCE SURVEY- COURT CASES". The spreadsheet has columns labeled K through T, representing various data fields. The top screenshot shows rows 5603 to 5616, and the bottom screenshot shows rows 5617 to 5627. A circular arrow icon is positioned between the two screenshots, suggesting a comparison or a sequence of data.

	K	L	M	N	O	P	Q	R	S	T
	DEFENDANT'S LAST NAME	FIRST NAME	MI	DOB	RACE	GENDER	ETHNICITY	JUDGE'S ID	DECISION DATE	DEFENDANT'S CITY
5603	RODINIS 14-121	DAU			1990-11-01 00:00:00	M		G		2015-02-17 00:00:00
5604	LESS THAN 10	000 SF FOR ANKING						M		
5605	LARGE AREA	OBSCURE MORE THAN 1/4 MILE AHEAD						M		
5606								L	2015-02-21 00:00:00	
5607								L	2015-02-21 00:00:00	
5608	PARKING	VIOLATOR						L	2015-02-20 00:00:00	
5609								L	2015-02-09 00:00:00	
5610	PARKING	VIOLATOR						L	2015-02-12 00:00:00	
5611	STANDING	OR PARKING NON-COM VEH IN CLZ		PARKING				L	2015-02-21 00:00:00	
5612	PARKING	VIOLATOR						L	2015-02-21 00:00:00	
5613								L	2015-02-21 00:00:00	
5614								L	2015-02-21 00:00:00	
5615								L	2015-02-21 00:00:00	
5616	STANDING	OR PARKING NON-COM VEH IN CLZ						L	2015-02-21 00:00:00	

	K	L	M	N	O	P	Q	R	S	T
	NAME	FIRST NAME	MI	DOB	RACE	GENDER	ETHNICITY	JUDGE'S ID	DECISION DATE	DEFENDANT'S CITY
5617					1990-09-13 00:00:00	M		E		2015-02-17 00:00:00
5618					1990-04-24 00:00:00	M		E		2015-02-24 00:00:00
5619					1990-05-23 00:00:00	M		E		2015-02-23 00:00:00
5620		OR PARKING NON-COM VEH IN CLZ						E		2015-02-23 00:00:00
5621		OR PARKING NON-COM VEH IN CLZ						E		2015-02-23 00:00:00
5622	LESS THAN 1/2 ACRE				1990-03-29 00:00:00	M		E		2015-02-23 00:00:00
5623					1990-05-01 00:00:00	M		E		2015-02-23 00:00:00
5624					1990-05-01 00:00:00	M		E		2015-02-23 00:00:00
5625					1990-05-01 00:00:00	M		E		2015-02-23 00:00:00
5626					1990-05-01 00:00:00	M		E		2015-02-23 00:00:00
5627					1990-05-01 00:00:00	M		E		2015-02-23 00:00:00

Figure 15

Across agencies, data collected was inconsistent. Though this is expected as agencies have different missions and driving motivations behind each of its data sets, the ability to do cross-agency data analysis can be hindered as data points may be defined/coded/labeled differently.

## Level of Data Collected

Finally, the level at which this data and other data variables is collected is inconsistent across agencies. For instance, Neighborhood Services provided data for six major federal programs. The data provided for these programs was aggregated and reported at the County level; the data provided by this agency was highly detailed and of high quality but was less useful due to its level of aggregation. A more useful dataset for assessing racial disparity would include individual level data that showed the range of services a family or individual may have received coupled with their demographic and locational characteristics, or data provided at lower geographic scales (census tract, zip code or block group levels), both of which would have allowed for a more in-depth analysis of racial trends. Additional contextual data on Tarrant County or other geographic scale, and information on how different people experience the process of accessing services would strengthen the analysis of potential disparities in program delivery.



## Data Use – Leveraging the Power of Data

Advancing racial equity requires the use of data, as a component, to inform decision making within governance around policies, practice and procedures. Within REAL’s analysis, only three agencies have a small number of clear examples where disaggregated data by race/ethnicity was used to inform policy, practice and/or procedure. One of these was a proactive decision by agency leadership to address a disparity they self-identified, and the other is statutorily mandated to ensure fair and just treatment is executed. Identifying the “why” around data collection is critical in setting the tone and direction for how data will be used in informing policies, practice and procedures. REAL’s analysis highlights that city agencies have no directive to use disaggregated data by race/ethnicity to inform these decisions.

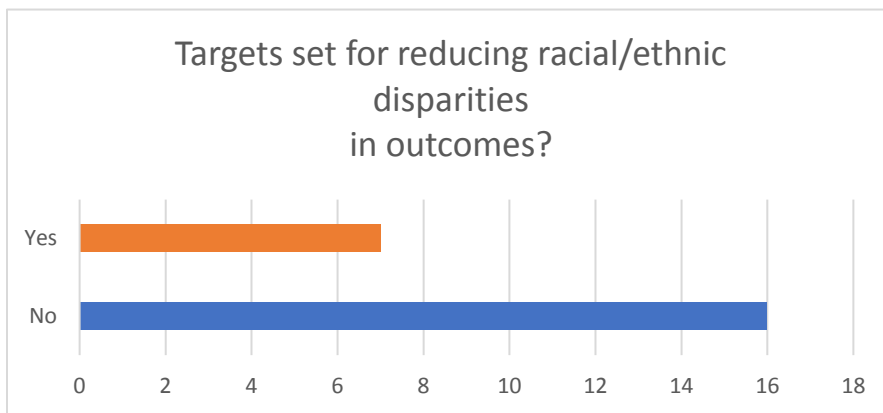


Figure 16

Two key questions within the *Data Governance Survey* stand out in these respects. The first was in response to the question; “Is your agency using data to measure progress on achieving racial equity outcomes? This could look like using performance measures

to assess how much are you doing, how well are you doing it and is anyone better off?” 65% of agencies who responded to this question responded “no” (Figure 17). The second question that gives insight into use of data is: “Has your agency set any targets for reducing racial/ethnic disparities?”. 16 of 23 agencies respondents responded “No” (Figure 16). It is also important to reference Figure 14 (Collection of disaggregated data) and the responses of city agencies because of the number of agencies using disaggregated to inform policies, practices and programs.

REAL’s in-depth interviews provide insight that aligned with the survey responses, indicating that city agencies, though collecting disaggregated data by race/ethnicity, are not using this data to inform policy, practice and procedure with the exception of two instances

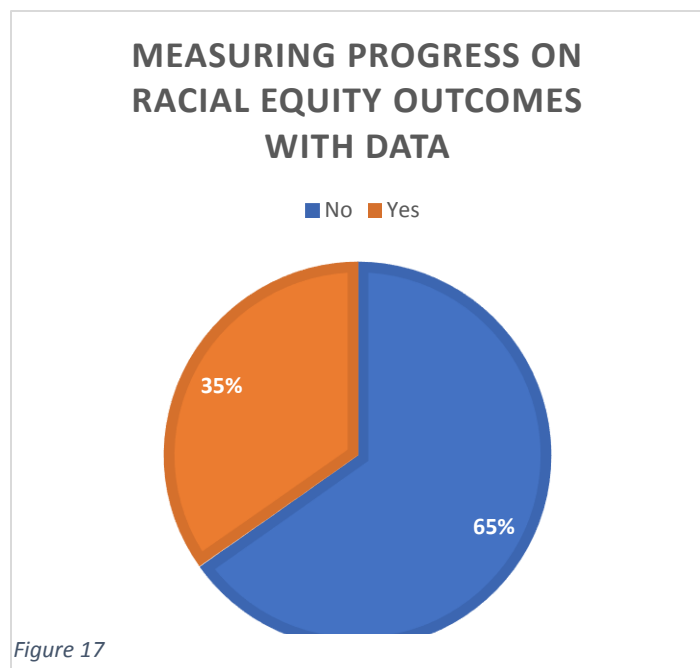


Figure 17

(MBE Contracts program & Municipal Courts). There are three agencies with key examples. The first example is housed within Municipal Courts where interviewees shared their “Courts in the Community” initiative. This initiative brought marshals and judges into communities to reduce the barriers of individuals attending court and speaking with city staff to resolve any outstanding warrants and subsequent payments. This initiative was in response to data analysis conducted by Municipal Court staff who were able to see a disparity in the number of individuals, by race/ethnicity, who were going into “warrant” status. Municipal Courts staff decided to implement the initiative instead of participating in state wide “warrant roundups”. They were met with tremendous success and are looking to continue and expand this program. Additionally, Municipal Courts have a statutory mandate with a racial profiling statute that requires them to collect data for purposes of measuring for potential disparities in stops. Secondly, the Police Department, as indicated through the in-depth interviews, uses disaggregated data by race/ethnicity to conduct recruitment of new officers by trying to ensure officers in respective districts represent the demographic makeup of that district (i.e. – Spanish speaking officers in respective areas). Lastly, Economic Development - Office of Business Diversity, which is responsible for managing and increasing the number of MWBE awarded city contracts, actively uses disaggregated data by race/ethnicity to inform policy, practice and procedure. This office has a current goal of achieving 25% of contracts to be awarded to MWBE contractors. Interviewees stated that they use these numbers, in concert with reported feedback from contractors and potential contractors, to inform and make recommendations to their policies, practices and procedures to increase participation. Examples of this include reducing administrative barriers to contracting and payments and supporting current and potential contractors in navigating the process of working with the city.

## **Infrastructure – Improving the Data Network**

The infrastructure of any municipality is a critical variable in successfully leveraging the use of disaggregated data by race/ethnicity to advance racial equity. The City of Fort Worth has an impressive and strong infrastructure, including staff and systems knowledge. Though the majority of city agencies are not disaggregating data by race/ethnicity, city agencies *are* collecting a wealth of data and have systems and staff in place that allow city agencies to process and use data effectively. There are, however, three areas of improvement that arise in REAL’s analysis; 1. Staffing 2. Data systems and 3. Current Infrastructure.

The *Data Governance Survey* responses for the first question: “Does your agency have a data governance office or equivalent committee dedicated to collecting and analyzing data? If no, please explain...”. 52% of respondents indicated that they did indeed have some capacity for this data collection. This percentage is likely higher as some agencies who indicated “No” provided reasons that would indicate that they do have capacity. Though there is capacity among city agencies from a personnel standpoint, in-depth interviews did reveal a theme across agencies: that staffing did provide some challenges to the data infrastructure. These challenges included training of staff in data systems and the number of staff. One of the

primary sub-challenges connected to the training of staff is high turnover rates within the administrative positions that primarily are responsible for data entry.

Secondly, the city of Fort Worth has made significant investment over time in its data systems. The in-depth interviews provided a glimpse into the complex and robust number of data systems across city agencies. Each agency uses a significant number of different systems to execute their work on a daily basis. It is a common challenge for city agencies because of the everchanging technology environment. Another theme that arose within the data systems was the siloing phenomena which is seen all too often in government. Each agency is using 10+ different systems to collect, store and analyze data in some capacity, but very few of these systems could speak across agencies. It was brought to the attention of the REAL team during this analysis and within the interviews that the city and the Office of Performance and Budget are actively implementing plans to build out cross-agency functionality across systems, so agencies can share relevant data to improve service delivery.

Staff does have key insight into the daily operations and context of agency policies, practices and procedures and are a valuable asset to the city.

Finally, there is currently a strong data infrastructure in place to build from. The City of Fort Worth has competent staffing and systems in place to build a robust and comprehensive strategy to not only collect disaggregated data by race/ethnicity, but to leverage it to move policies, practices and procedures.

### **Data System Improvement: Recommendations & Opportunities**

This assessment of the quality of data provided by the Neighborhood Services Agency, Economic Development Agency, Municipal Court and Police Department Data showed the availability of data disaggregated according to race, gender and other categories and their usefulness in revealing patterns of racial disparity. Patterns and trends related to potential racial disparities were explored to detect whether a particular group of people stood out in their treatment or access to a service or program.

More insight would be gained from these patterns if the individuals within each agency who have in-depth knowledge of programs and services were involved in racial disparity analyses. This involvement, as well as collaboration across departments within an agency and among municipal agencies, is critical to revealing the underlying causes of patterns that may emerge. Moreover, the analysis would be further enriched by the engagement of program constituents and the combination of disaggregated agency data with contextual knowledge.

### **Create general guidelines to facilitate a consistent approach to assess the equity impact of programs across agencies**

While agencies have unique programs, structures, resources and requirements which can influence their data collection processes, each department or agency should strive to gather data that can be used to assess disparities in the following areas:

- Fairness in procedures, treatment and eligibility determination for existing policies, programs, and services
- Equity in distribution and access to resources and services
- Consistent quality of existing services delivered to people and places (i.e. garbage pickup; teachers and schools; housing) regardless of race
- Equity in outcomes that account for social conditions, behavior and environment

The City of Austin, based on a scan of existing tools, devised a set of questions to guide each department in assessing the benefit and/or burden that their policies, programs, practices and budget decisions place on communities of color. The assessment was split into four categories (Departmental Analysis, Budget, Community Engagement and Alignment) that helped to identify which practices can reduce current and future disparities.

Additionally, the City of Madison Wisconsin deliberately chose to focus internally on the city government's role in perpetuating institutional and structural racism. Their initiative sought to impact change and add equity in three fundamental areas: 1. City policies and budgets 2. City operations 3. Community. The city made a real commitment to develop structures and tools to achieve this mission, by putting resources into staffing a citywide initiative, adequately training all staff to meet these goals and adjusting community engagement to build an equitable and responsive government.

### **Clearly define roles and responsibilities for collecting racially disaggregated program data**

Jurisdictional boundaries of different agencies and departments within agencies, differences in the constituencies they serve and the specialized functions of each organization, create both institutional and sectoral challenges both within and between municipal agencies to develop a cohesive approach to equity data collection and analysis for decision-making. Leadership in the city municipal agencies should commit to a common vision and a common understanding of the roles and responsibilities for collecting and using racially disaggregated data to drive decision-making. Staff (potential data stewards) within each agency or department should be designated and entrusted with the specific responsibility of collecting, analyzing and communicating information about any disparities in the delivery of its services and programs.

### **Train and equip city wide staff with tools through racial equity training**

Building staff capabilities and skills is critical in developing new and innovative ways to deliver and execute city programs, policies and practices. The city took a powerful first step in training its leadership to develop an understanding of racial equity. Giving line staff similar racial equity training is critical in empowering those who are executing programs, policies and practices on a daily basis to be able to apply a racial equity lens to their work. The City of Louisville recognized the importance of this tenant and made this very commitment. As highlighted in one of NLC's eight City Profiles, Louisville has trained more than two thousand staff across 26 metro departments with a 3-hour racial equity training that covered history of race, implicit and

explicit bias and structural and institutional racism. In addition, on a smaller scale, St. Louis Park Minnesota trained 30 liaisons from their eight departments to continue leading their respective department's racial equity work. Staff's unique vantage point will allow city agencies to identify and address racial disparities at all levels and draw on the multitude of intersectionality that exists across agencies and within a given agency.

### **Enhance communication and sharing of data across agencies and stakeholders**

Communication within and between agencies is necessary to ensure accountability and transparency around data collected and any analysis of disparities. This openness will help agencies better coordinate their missions and leverage their respective resources to achieve greater equity. Regular external communication also serves to drive a commitment to equity and to reducing the number of disparities in services or benefits. Lastly, increased sharing of data will foster greater collaboration among departments and agencies which will allow the analysis of racial disparities across systems of services, instead of individual programs. The City of Madison, Wisconsin implemented a structure that facilitated intentional communication and sharing of data and analysis among all the city's departments to drive action items which included a core team of 40 people from all 27 departments. Within this core team, the strategy team brings senior level managers together to share challenges in their racial equity work and opportunity moments. In addition, exploring where city agencies can use similar systems/programs to facilitate cross departmental data use can significantly improve communication and data sharing.

### **Ensure the protection of personally identifiable information**

Not all information needs to be managed and controlled in the same way. Data and information should be classified in categories of sensitivity (public, sensitive, confidential) with increased controls for personally identifiable information (PII). PII data is information that can be used to distinguish an individual's identity, such as their name or Social Security number alone, or when combined with other personal or identifying information which is linked or linkable to a specific individual, such as date and place of birth. Privacy can be protected with mechanisms that also allow for data sharing for equity analysis.

### **Involve and consult relevant stakeholders**

Equity analysis must be informed by consultation. This can include engaging with agency staff and leadership, program clients and service users and community groups. The City of Fort Worth has taken a great step in stakeholder consultation with the creation of the Fort Worth Race & Culture Task Force. However, agencies could improve their equity analysis by improving their outreach efforts. This is particularly important given the response to the Data Governance Survey questions that indicated agencies did not track or analyze agency/city leadership outreach efforts for equity impact. Any structure moving forward to continue to advance racial equity within Fort Worth must include mediums for contribution by the community.

## Conclusion

The data assessment work the National League of Cities conducted for the City of Fort Worth included three components: data governance analysis; review and analysis of available data that was being disaggregated; and an examination of the data systems. The data assessment, analysis, and observations offer a foundation for the city to examine the implications of the findings, engage the community through that process and explore the systems change needed. The report clearly shows the importance of disaggregated data in identifying possible patterns of disparities.

Based on the data assessment, we recommend the city make the following commitments:

- **Data Governance Analysis:** Develop a plan with each agency to examine its data collection efforts and identify opportunities to disaggregate data by race and ethnicity.
- **Data System Improvement:** Create a cross-agency structure to address the recommendations and opportunities to improve the data systems across each agency outlined in this report.
- **Patterns of Disparities:** Engage the community using a racial equity tool to better understand the disparities and the strategies the city can take to eliminate these disparities.

System change is not a short-term commitment. It requires sustained and intentional investment in a process that is flexible, transparent and inclusive. During the three-part leadership training series, city leaders were introduced to the Government Alliance for Race and Equity Racial Equity Tool. The racial equity tool provides a structured methodology for the city to: proactively seek to eliminate racial inequities; identify clear goals, objectives and measurable outcomes across government; analyze the data; engage the community in the decision-making processes; identify clearly who benefits or is burdened by given decisions; examine potential unintended consequences; develop strategies to mitigate any unintended negative consequences; and develop mechanisms for successful implementation and evaluation of impact.

The most important part of this tool is the effective engagement of the community throughout each component. The most valuable asset the city has is its residents. Continuing to invest and create opportunities to support ways the community can work with the city to tackle these difficult challenges head on will be one of the greatest investments the city of Fort Worth can make.

The racial equity tool can be modified as the work evolves but it offers a great starting point. While there is important systems improvement work outlined in this report that the city needs to address, the disaggregated data analyzed in this report highlights patterns of disparities worth examining immediately. The racial equity tool offers both a product and a process for

better understanding these disparities and strategies the city can take. For example, with insight into fines and fees data, the city can begin to explore why individuals are more burdened than others. Are these individuals burdened because of policies or practices in place that are driving the disparate outcomes? Are there unintended consequences at play? What desired outcomes does the city want? What potential solutions can be implemented to start driving towards those outcomes?

As the city moves forward to address data systems improvement and opportunities to use the racial equity tool, there are examples of cities doing this work across the country that will provide opportunities for the city to learn and engage. The City of New Orleans is working with the community and city staff to develop a formalized structure for the city to apply a racial equity lens to how it fundamentally does business<sup>1</sup>. The City of Madison, Wisconsin created formalized structures and charged city departments to apply a racial equity lens to address three fundamental areas -- city policies and budgets; city operations; and the community. Over 40 people comprise the core team responsible for this work across all 27 departments<sup>2</sup>. The City of Austin is ensuring that they create a space for the community to be involved in decision making and are developing an assessment tool to measure how the city is performing across departments in advancing racial equity and how departments can shift its priorities among service delivery.

NLC's Municipal Action Guide for Advancing Racial Equity also offers six steps that reinforce the recommendations in this report that may be a helpful resource:

1. Set an example and strike the right tone
2. Continue to observe and listen
3. Make a public declaration to advance racial equity
4. Dedicate infrastructure and resources to action
5. Commit to policy and systems change
6. Commit to and create a racial equity plan

The NLC's Race, Equity And Leadership (REAL) team are honored to support the work and commitment that the city of Fort Worth is making to advance racial equity. NLC looks forward to supporting the city in its efforts as you continue this journey to advance racial equity.

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<sup>1</sup> Equity New Orleans Framework, <http://www.equityneworleans.org/>

<sup>2</sup> REAL City Profile: Madison City Profile on Racial Equity, <https://www.nlc.org/sites/default/files/2017-10/Madison%20City%20Profile%20Racial%20Equity.pdf>



## Methodology & Data Collection

The REAL team conducted a series of activities, both qualitative and quantitative data collection and analysis, as a part of its technical assistance agreement to support the City of Fort Worth in advancing Racial Equity. Early in the engagement with the City of Fort Worth, REAL conducted several community conversations with city leaders including agency assistant directors, directors and elected/appointed officials in October and November of 2017. The community conversations were designed to give leadership at the city level an opportunity to discuss opportunity areas, challenges, strengths, vision and experiences of the city and its leadership.

The next phase of REAL's engagement focused on a *Data Governance Survey*. This survey assessed data governance practices across agencies and city departments within the City of Fort Worth (*appendix A*). This survey was comprised of a series of questions about data collection and reporting in programs and services in each agency or city department, with a focus on data disaggregation. The 23 survey respondents (agency and city departments) were split into four categories according to the nature of their work: City Governance agencies, Goods Providers, Service Providers, and Business and Planning and Management agencies. Each group was administered a unique survey, tailored to their method of service delivery. The data governance survey posed questions around two objectives: 1. Understanding existing data collection practices within Fort Worth agencies and 2. Discerning whether data has already been collected that examines the racial impact of programs and services. While questions centered on objective one had varying responses across respondent groups, questions aimed at objective two garnered consistent responses.

Preceding the *Data Governance Survey*, REAL worked with the City of Fort Worth to conduct further qualitative and quantitative data gathering as a result of the responses. This portion of the engagement included two separate components which worked in conjunction to understand the data environment (infrastructure and processes) and use of data by city agencies. The first component was collecting and analyzing disaggregated data identified by city agencies in the *Data Governance Survey*. Data was provided by Fort Worth's Police Department, Neighborhood Services, Economic Development and Municipal Courts. This data was collected to; 1. Conduct a high-level analysis for patterns of racial disparity and 2. inform the secondary component of data collection to understand infrastructure and processes, in-depth interviews of city agencies. The following data was collected and analyzed:

### Municipal Court

- Court Cases
- Fees and fines
- Racial profiling
- Enforcement



## **Neighborhood Services**

- Comprehensive Energy Assistance Program
- Community Services Block Grant
- Low Income Home Energy Assistance Program
- Weatherization
- Community Development Block Grant
- Housing Opportunities for Persons with Aids

## **Economic Development**

- Business Diversity Enterprise Contract award data for the fiscal years 2015, 2016, and 2017

## **Police Department**

- Crime Data
- Use of Force Data
- Stops Data

The analysis in this report show the power of using the racial equity lens to identify patterns of disparity that may or may not exist, thus providing insights into the administration of city programs and services. This analysis is not intended to present a comprehensive assessment of the status of racial disparity in the programs of the agencies. Specifically, the analysis consisted of:

- An evaluation of data quality related to its usefulness in understanding racial disparities in service delivery and in facilitating equity-based decision-making, and
- The production of a small number of sample analyses that demonstrate the manner in which agency data can be used to analyze disparity.

REAL conducted a series of in-depth interviews using protocol (*appendix B*) to achieve three objectives: 1. Give agencies an opportunity to provide feedback on the initial survey 2. Create a space for agency staff to discuss challenges they encounter daily with data collection and analysis and 3. Gain insight about the supports agencies may need to disaggregate and analyze data by race, ethnicity and other categories to better understand and improve the impact of agency programs. A total of six city agencies were interviewed over the period of three days. Agencies selected were a combination of respondents who indicated the agency was disaggregating data by race and ethnicity (four agencies) and agencies who indicated they were not currently collecting data that was disaggregated by race and ethnicity (two agencies). Agencies disaggregating data that participated in the in-depth interviews were Police Department, Neighborhood Services, Economic Development and Municipal courts. Agencies that were selected and participated in the in-depth interviews were Libraries and Department

of Transportation and Public Works. It is important to note that the information gathered for the Department of Transportation and Public Works was incomplete, as participation was limited to street lights program within department. Similarly, information gathered for economic development was limited as participation was with the Office of Business Diversity responsible for executing MWBE contract program.

## Appendix

### Appendix A. Data Governance Survey Data

City Governance	Business, Planning and Management
City Attorney's Office	Aviation Department
City Manager	Code Compliance Department
City Secretary	Economic Development Department
Financial Management Services	Internal Audit
Human Resources Department	Planning and Development Department
Information Technology	Property Management Department
Performance and Budget	
Municipal Court	
Police Department	
Goods Providers	Service Providers
Public Events Department / Convention Center	Communication & Engagement
Transportation and Public Works Department	Library
Water Department	Fire Department
	Neighborhood Services
	Parks and Community Services Department

## Survey Questions

Questions asked to all four respondent groups

1. Does your agency have a data governance office or equivalent committee dedicated to collecting and analyzing data? No (please explain who/what office collects data for your agency)
2. Does your agency currently collect/analyze data on programs and/or services that dis-aggregate the information by race/ethnicity?
  - a. Please specify what forms of data are currently dis-aggregated by race/ethnicity (please select all that apply).
3. Does your agency use a geographic (or other) proxy for dis-aggregating data?
4. Does your agency track frequency of usage by city residents \*City Governance Excluded
5. Is your agency using data to measure progress on achieving racial equity outcomes?
6. Does your agency use a complaint based system (a system to receive and/or address constituent concerns like 9/11) for any services?
7. Has your agency set any targets for reducing racial/ethnic disparities? (if yes, please share an example of how this has been done.)

Questions asked to specific respondent groups

### City Governance Agencies

1. Has any of your agency ever looked at differences in outcomes by race/ethnicity (e.g. bond amounts, juvenile arrests, etc.)? (please share an example of how this has been done)
2. Does your agency track **residents contact with agency/city leadership** by race/ethnicity and/or geographical region (census track, zip code, etc.)?
3. Does your agency track **agency/city leaders outreach to residents** by race/ethnicity and/or geographical region (census track, zip code, etc.)?
4. Has your agency analyzed equity within agency/city leadership outreach? Business Planning and Management?

### Business, Planning and Management

1. Has your agency reviewed the impact of economic development programs and differential impacts by race/ethnicity or gender? (if yes, please share an example of how this has been done)

### Goods Providers

1. Has your agency analyzed differences in finalized pricing of your goods/services based on race/ethnicity? - Yes (please share an example of how this has been done)

## Goods and Service Providers

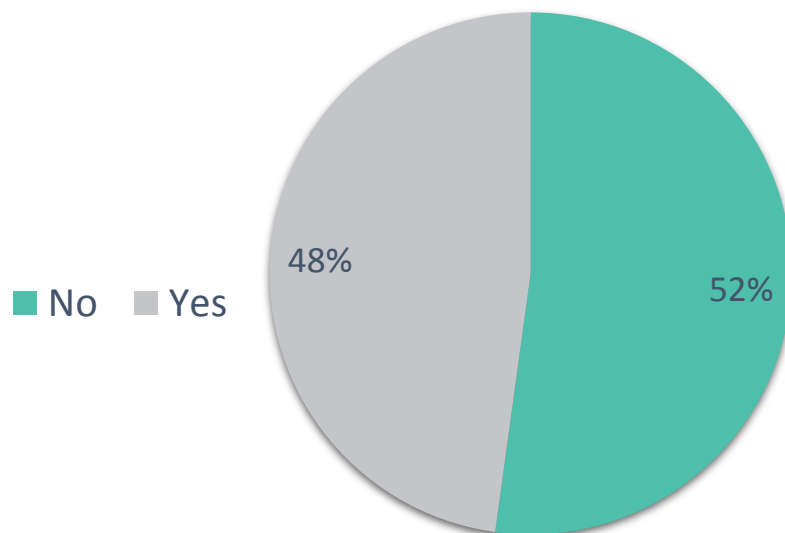
1. Has anyone in your agency looked at differences in usage by race/ethnicity? - Yes (please share an example of how this has been done)
2. Does your agency track access to your services by geographical region (census track, zip code, etc.) ? Yes (please share an example of how this has been done)
3. Has your agency surveyed residents to determine equity of your goods/services across races and/or geographic regions?

## Survey Results

### Section 1: Questions asked to all respondent groups

N = 23 Respondents

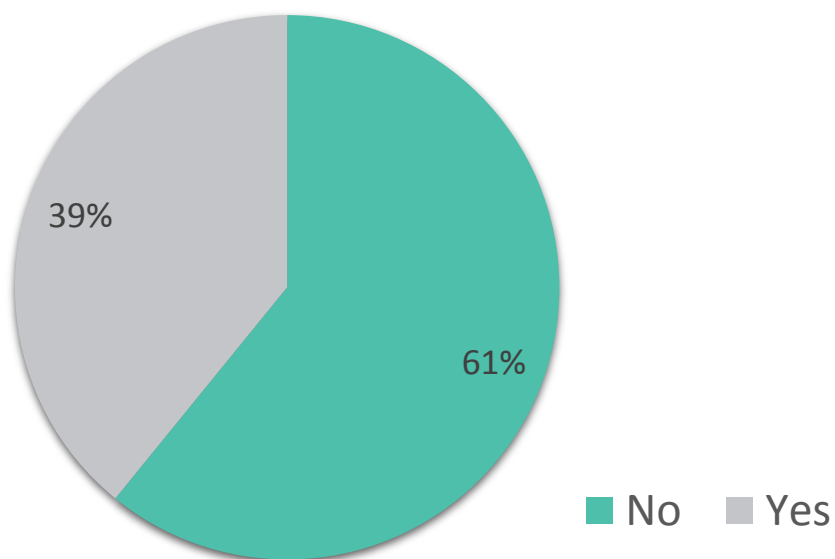
Q1. Does your agency have a data governance office or equivalent committee dedicated to collecting and analyzing data? If no, please explain who/what office collects data for your agency.



If No, please explain who/what office collects data for your agency:	
Agency	Response
Human Resources Dept.	There is no "office" or "committee," we do it ourselves
City Attorney's Office	We do collect information on case settlements and judgments
City Secretary	I don't know if there is one that collects data city wide
Municipal Court	"This is in transition
Planning and Development	Data is generated based on permit or platting application or other permits and is stored in our permitting system
Code Compliance	Municipal Court/Citations
Economic Development	Our Office of Business Diversity tracks utilization of minority and women owned firms in city procurement contracts
Park and Recreation Department	Department engages a consultant to conduct a Needs Assessment Survey every 5 years. Which serves to establish priorities for the City's Park, Recreation and Open Space Master Plan
Communication and Engagement	We do have a governance committee for the website and technology investments. We also have data that is used by our Performance Office, Planning and Neighborhood Services. None of these do comprehensive data analysis for the city

\*No w/no response Department of Financial Management Services, Water Department

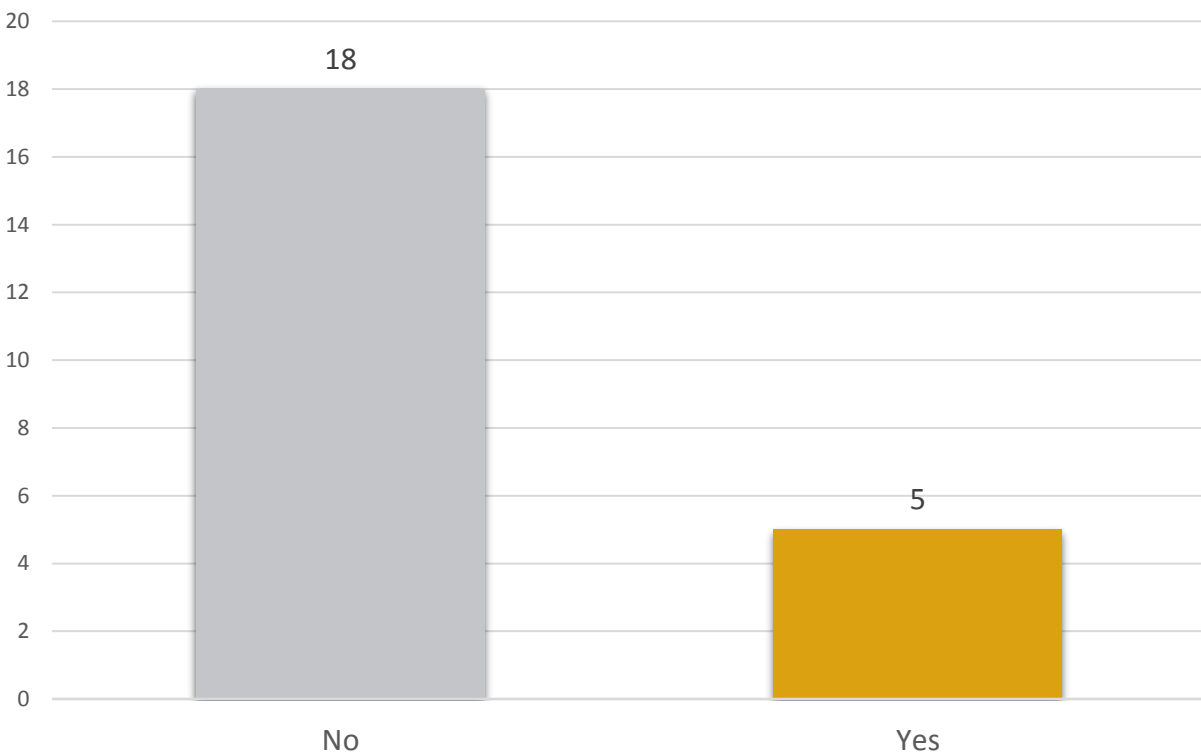
Q2. Does your agency currently collect/analyze data on programs and/or services that dis-aggregate the information by race/ethnicity (e.g. do you have fields for some or all of your data that lists the race/ethnicity of the participant/impacted person)?



If Yes, please specify what forms of data are currently dis-aggregated by race/ethnicity	
AGENCY	RESPONSE
HUMAN RESOURCES DEPT.	Applicants for Jobs Employee Demographics
CITY MANAGER'S OFFICE	Boards and Commissions Members Fair Housing Cases
PERFORMANCE & BUDGET DEPARTMENT	Resident Survey Data
CITY SECRETARY	Boards and Commissions applications
MUNICIPAL COURT	Enforcement Court Cases Fees and Fines Number of Residents in Custody

	Racial Profiling report submitted by our Marshal Division
<b>PLANNING AND DEVELOPMENT</b>	City contracts Awarded Jobs provided by a contact (including construction and permanent jobs) Residential demographic changes
<b>ECONOMIC DEVELOPMENT</b>	City Contracts Awarded
<b>NEIGHBORHOOD SERVICES</b>	Educational attainment of residents served Enrollment at public recreation programs Enrollment in programs targeted to low-income residents Number of low-income residents served Usage of city parks and other public goods Housing Affordable Housing applicants Residents within service area

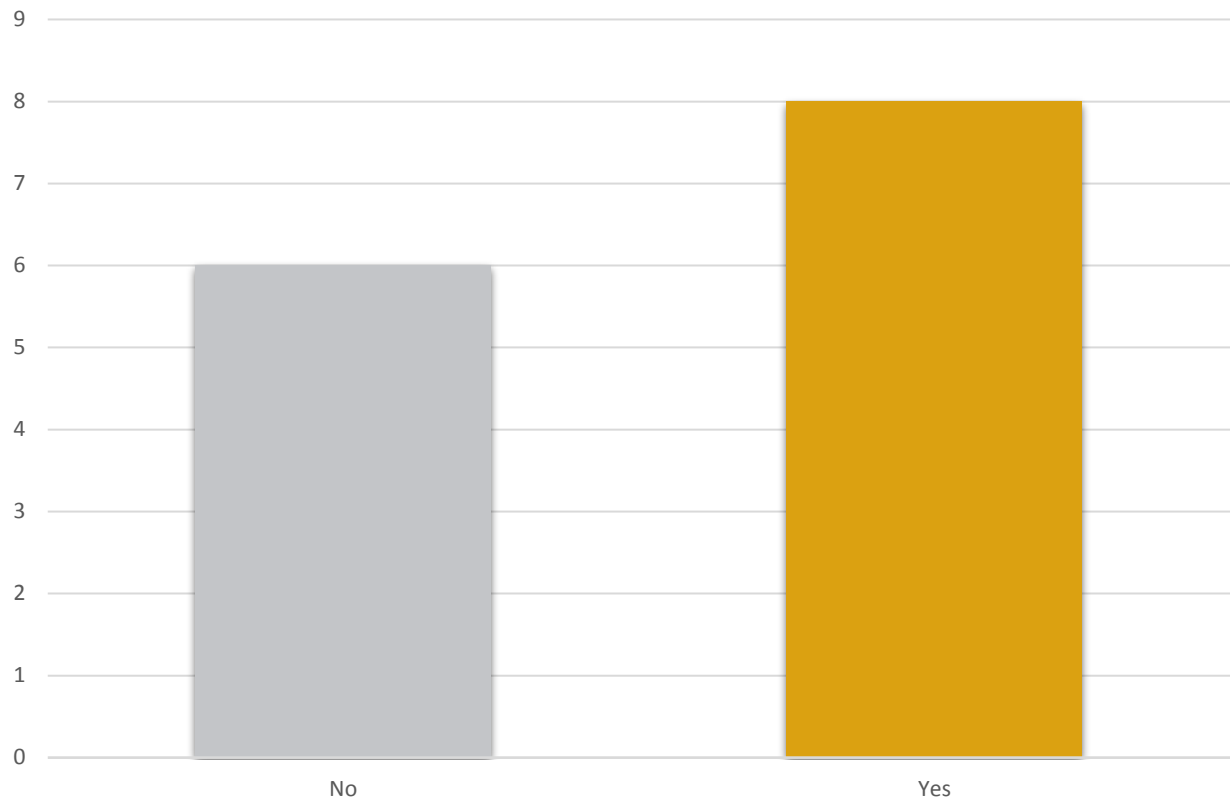
Q3. Does your agency use a geographic (or other) proxy for disaggregating data? For example, in the case of intense residential segregation, considering geography to code individuals.





If Yes, please explain	
Agency	Response
City Manager's Office	Investigators look at census data when investigating housing discrimination cases
Performance and Budget Department	The Resident Survey results are viewed geographically
Information Technology Dept.	We look at the area in terms of ability to deliver service. We don't use it in the way described.
Neighborhood Services Department	We primarily use a geographic proxy to determine impact on policies and their impacts for our programs. We are currently undertaking an Assessment of Fair Housing to see how the use of federal funds given have impacted communities from a number of perspectives, including whether policies and practices have contributed towards segregated neighborhoods.
Communication and Engagement	In some cases we gather data on race but it is not consistent across the organization. We do not use this information along with other data sets.

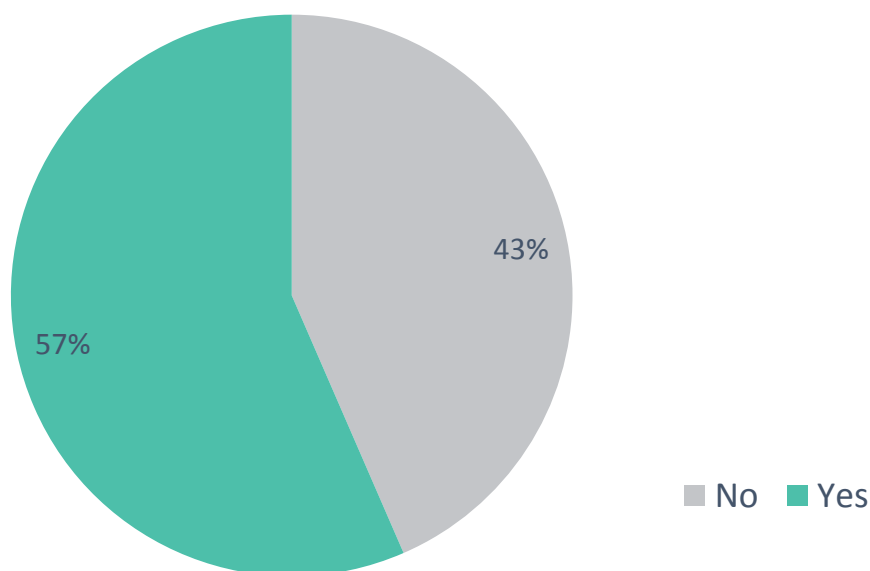
#### Q4. Does your agency track frequency of usage by city residents?



\*N = 14 Agencies. City Governance Agencies Excluded

No	Yes
Communication and Engagement	Planning and Development
Aviation (Bill Welsted as Director)	Aviation Department (Fort Worth Airport System, Jeff Klosa as director)
Internal Audit	Code Compliance
Economic Development	Water Department
Public Events department	Neighborhood Services Department
Transportation and Public Works	City of Fort Worth Library
	City of Fort Worth Park & Recreation Department
	Fort Worth Fire Department

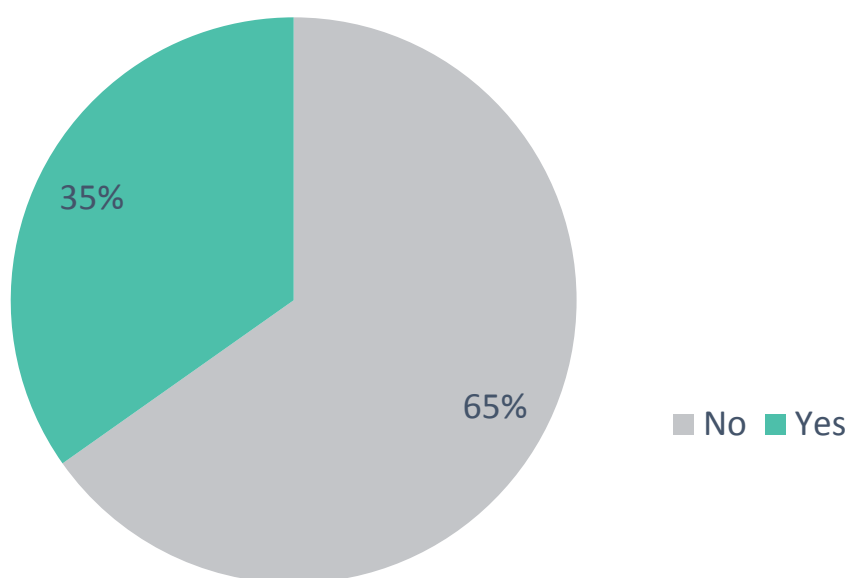
Q5. Does your agency use a complaint based system (a system to receive and/or address constituent concerns like 911) for any services?



No	Yes
Human Resources	Financial Management Services (Finance)
City Attorney's Office	City Manager's Office
Performance & Budget Department	ITS
City Secretary	Municipal Court
Planning and Development	Police Department
Internal Audit	Aviation Department (Fort Worth Airport System, Jeff Klosa as director)
Economic Development	Aviation (Bill Welsted as Director)
Public Events department	Code Compliance
Neighborhood Services Department	Transportation and Public Works
City of Fort Worth Library	Water Department
	Park & Recreation Department
	Fort Worth Fire Department
	Communication and Engagement

Q6. Is your agency using data to measure progress on achieving racial equity outcomes? This could look like using performance measures to assess how much are you doing, how well are you doing it and is anyone better off.

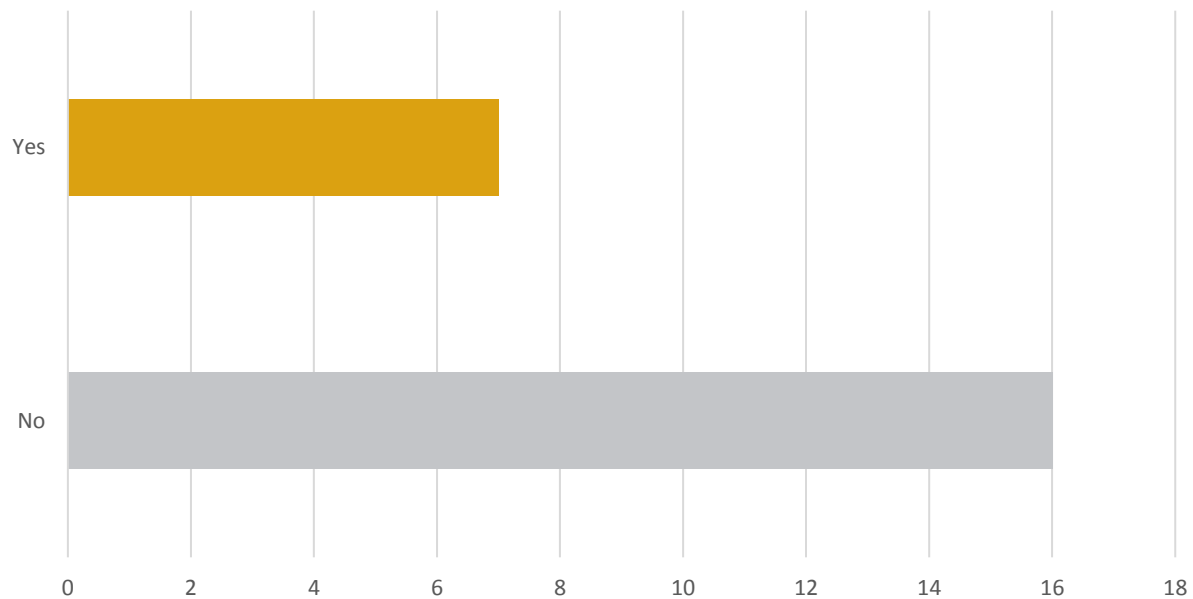
(For example, in answering these questions, the Economic Development Office might measure the inclusion of diverse business owners in incentive programs, the recruitment of businesses owned by people of color, or the recruitment of a diverse employee base for newly instituted businesses.)



*If Yes, please explain*

Agency	Response
Human Resources	Track demographics of hiring vs applicants for positions
ITS	I imagine somebody does this within the City, but it's not within my department.
Police Department	National Initiative, Community Forums, etc.
Planning and Development	MBE ordinance
Aviation Department (Fort Worth Airport System, Jeff Klosa as director)	We work closely with our MWBE office on a DBE goal for all capital projects both locally and federally funded.
Economic Development	Economic Development tracks dollars spent with MWBE construction firms as a part of our incentive contracts

## Q7. Has your agency set any targets for reducing racial/ethnic disparities?



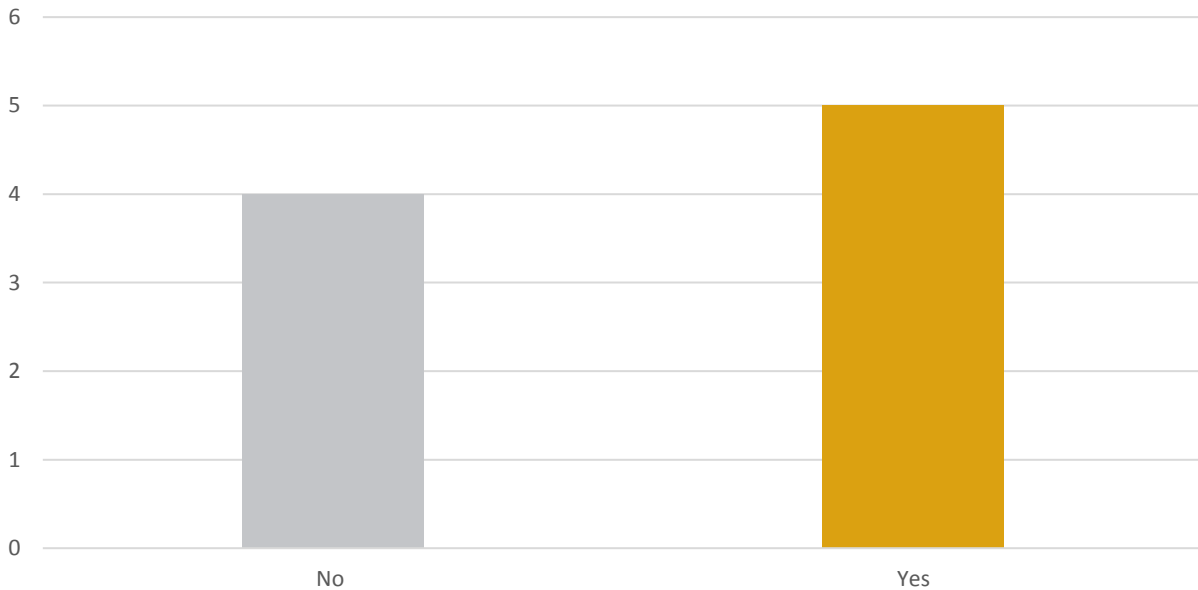
*If Yes, please explain*

Agency	Response
<i>ITS</i>	We consider women and minority-owned business as a part of the natural course of purchasing contracts.
<i>Municipal Court</i>	We are focusing on circuit courts in areas where it is difficult to get the defendants to come to the court.
<i>Police Department</i>	National Initiative
<i>Planning and Development</i>	MBE ordinance, Neighborhood Empowerment Zones
<i>Aviation Department (Fort Worth Airport System, Jeff Klosa as director)</i>	Like I mentioned above, we set DBE goals for all capital projects.
<i>Economic Development</i>	We have a 25% aspirational goal for MWBE utilization in city procurement contracts
<i>Communication and Engagement</i>	We do this in some cases (like MWBE goals) but not consistently across the organization.

## Section 2: Questions asked to City Governance Agencies

N = 9 Respondents

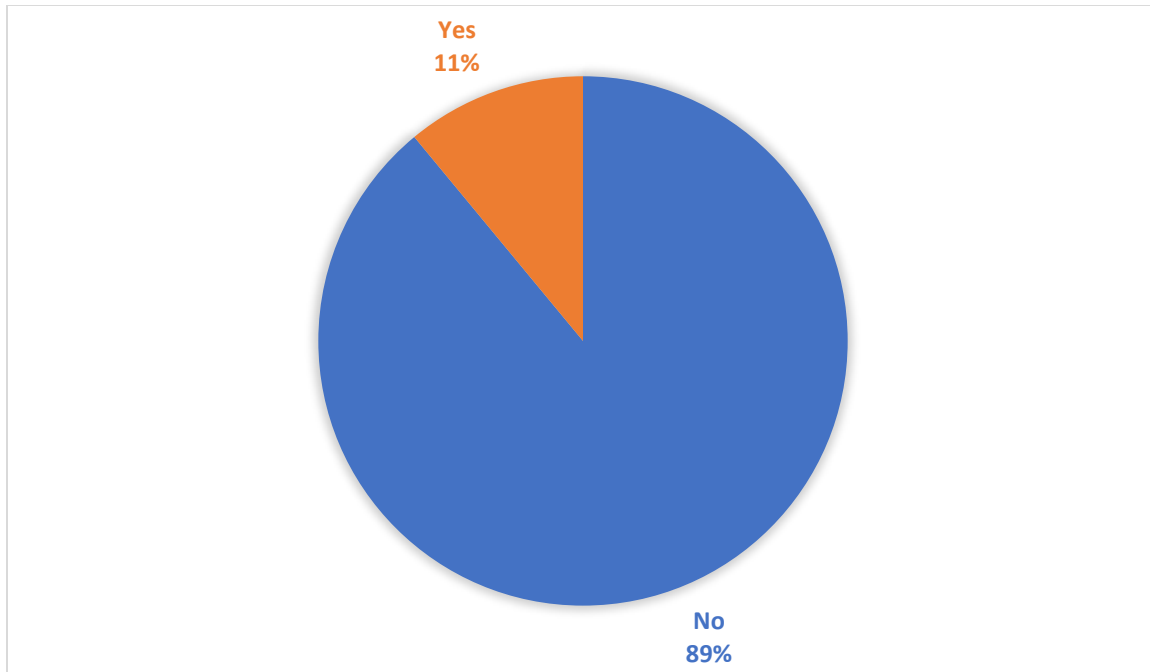
Q1. Has your agency ever looked at differences in outcomes by race/ethnicity (e.g. bond amounts, juvenile arrests, etc.)?



*If Yes, please explain*

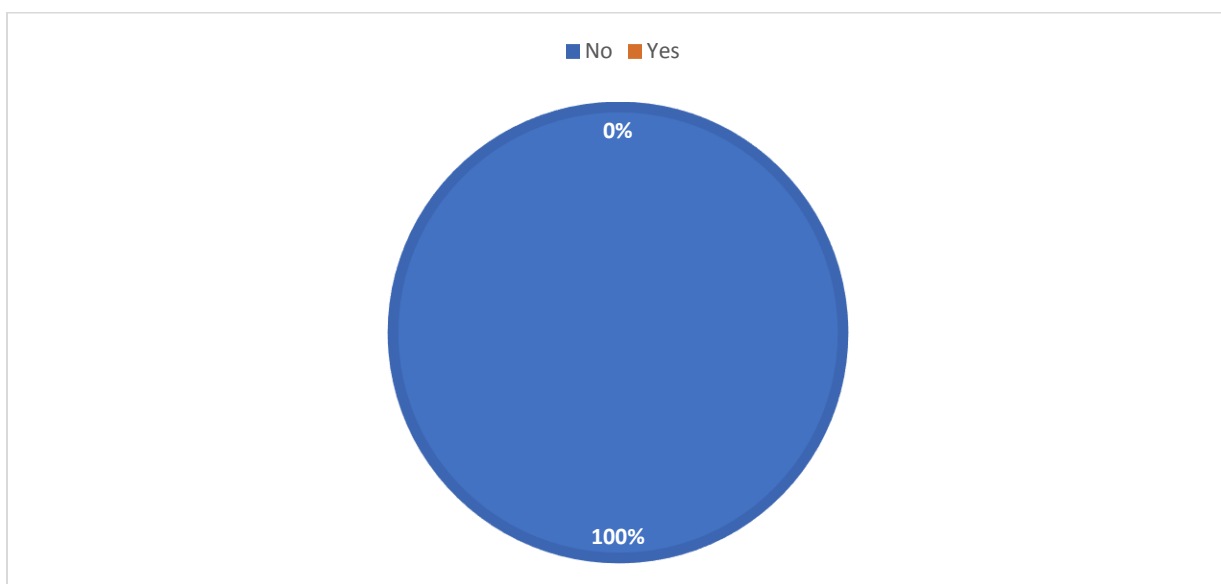
Agency	Response
Human Resources	selection of applicants
City Attorney's Office	Only for redistricting for council districts as required by federal law
Performance & Budget Department	Resident Survey
ITS	We provide connectivity to many sites, including community centers and libraries, which have a direct impact on the community described.
Police Department	National Initiative

Q2. Does your agency track residents' contact with agency/city leadership by race/ethnicity and/or geographical region (census tract, zip code, etc.)?

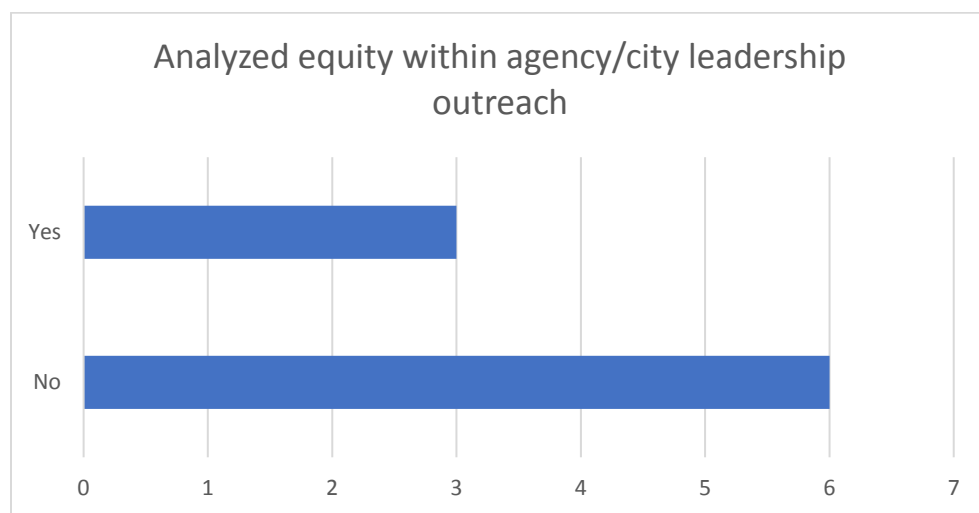


Q3. Does your agency track agency/city leaders' outreach to residents by race/ethnicity and/or geographical region (census tract, zip code, etc.)?

\*No response from ITS department



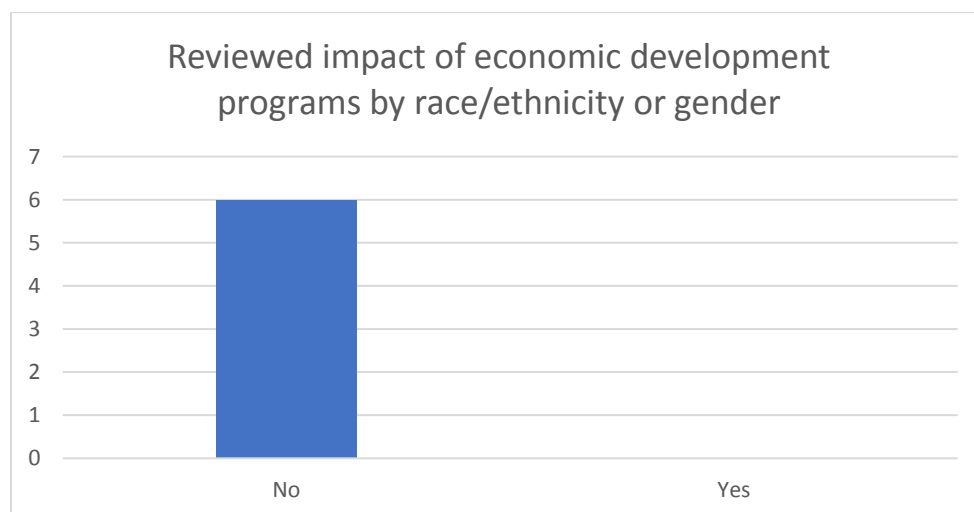
Q4. Has your agency analyzed equity within agency/city leadership outreach?



No	Yes
Human Resources	City Managers Office
City Attorney's Office	ITS
Department of Financial Services	Police Department
Performance and Budget Office	
City Secretary	
Municipal Court	

Business, Planning & Management Agencies

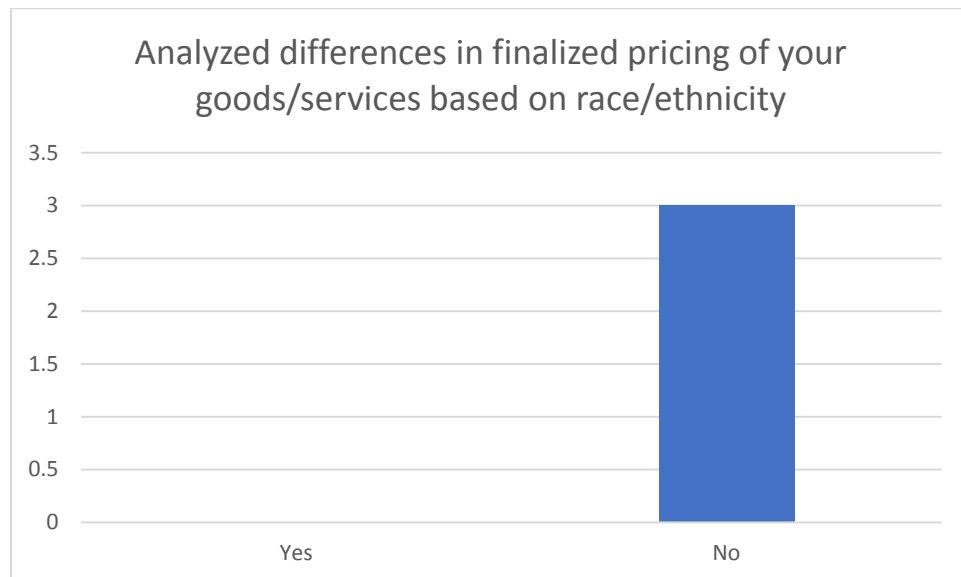
Q1. Has your agency reviewed the impact of economic development programs and differential impacts by race/ethnicity or gender? If Yes (please share an example of how this has been done.)





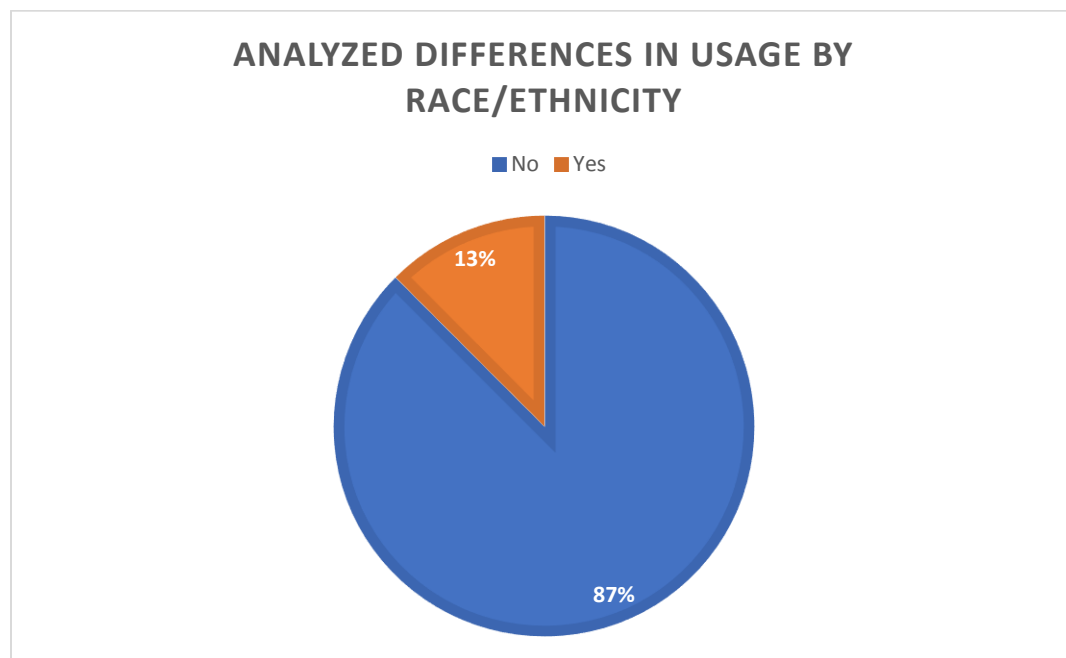
## Goods Providers

**Q1.** Has your agency reviewed the impact of economic development programs and differential impacts by race/ethnicity or gender? If Yes (please share an example of how this has been done.)



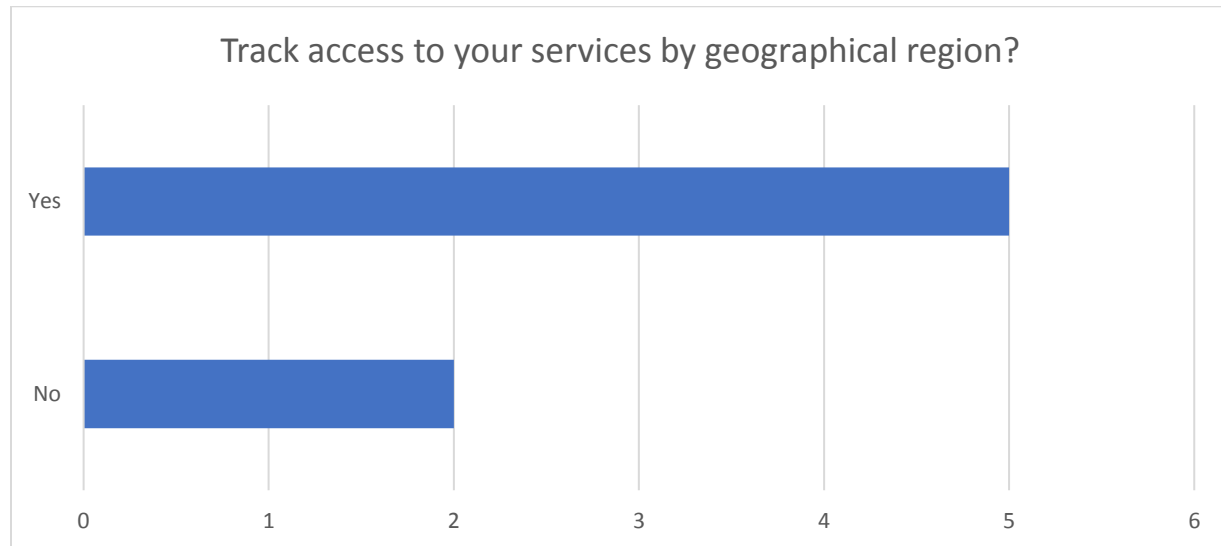
## Goods and Service Providers

**Q1.** Has your agency reviewed the impact of economic development programs and differential impacts by race/ethnicity or gender? If Yes (please share an example of how this has been done.)

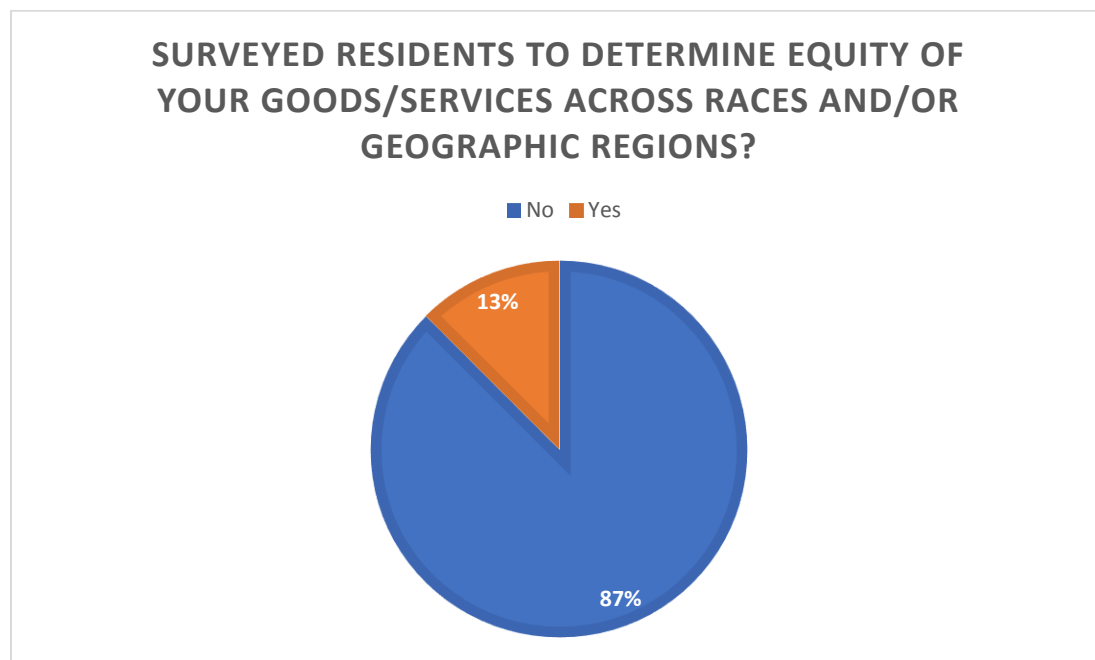


“We do keep such data for our federally funded programs as required by federal regulations.” –  
Neighborhood Services

**Q2.** Does your agency track access to your services by geographical region?



**Q3.** Has your agency surveyed residents to determine equity of your goods/services across races and/or geographic regions?



## Appendix B. In-Depth Interview Protocol

### AGENCIES THAT **DO** DISAGGREGATE AGENCY DATA BY RACE INTERVIEW QUESTIONS

#### Participant Self-introduction

Invite interviewee to introduce themselves stating:

- Name, position, role in agency with regards to data, expectation they have of the interview

#### **Feedback on previous survey**

1. What are your thoughts, if any, about the previous survey? What did you think about the results of the Data Governance Survey?
2. What is your agency's mission?
3. What programs does your agency administer to fulfill its mission?
4. What are some of your main day-to-day practices?
5. What do you think about the agency's level of staff and resources?

#### **Agency data collection and use**

6. Tell me about your agency's data use culture and practices.
7. In your survey response, your agency reported collecting [ XYZ ] disaggregated data. Why does your agency collect this data?
10. How does your agency measure the impact of its programs and services?
11. How does your agency use the disaggregated and impact data it collects?
12. What is the connection between the data collection & analysis, and the agency's decision-making processes?

#### **Agency data processes & infrastructure**

13. What data systems are you currently using? (Please describe how the department is currently using this system)
14. What amount of staff is dedicated to data collection & analysis? Where do they sit in the organizational chart?

## **AGENCIES THAT **DO NOT** DISAGGREGATE AGENCY DATA BY RACE**

### **INTERVIEW QUESTIONS**

#### Participant Self-introduction

Invite interviewee to introduce themselves stating:

- Name, position, role in agency with regards to data, expectation they have of the interview

#### **Feedback on previous survey**

1. What are your thoughts, if any, about the previous survey? What did you think about the results of the Data Governance Survey?
2. What is your agency's mission?
3. What programs does your agency administer to fulfill its mission?
4. What are some of your main day-to-day practices?
5. What do you think about the agency's level of staff and resources?

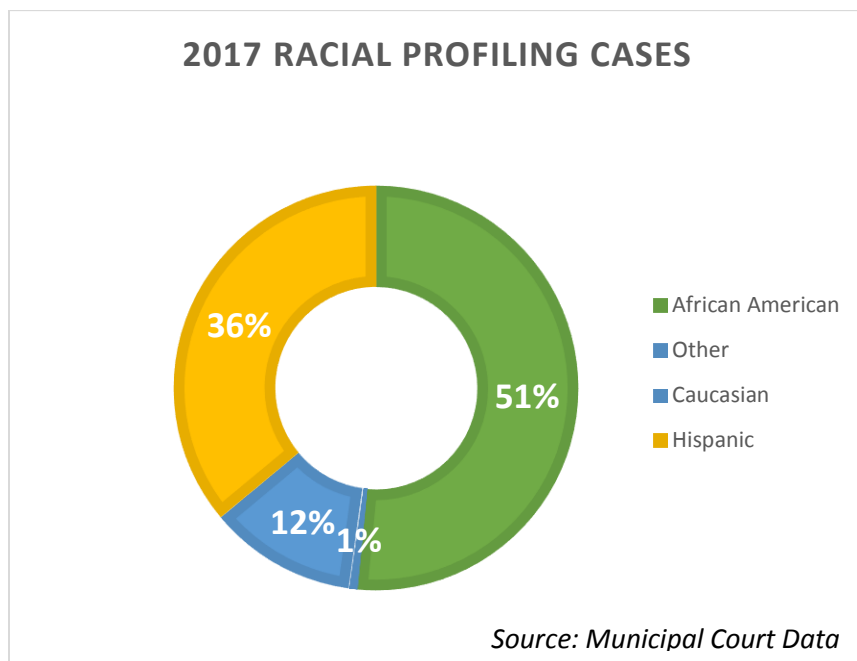
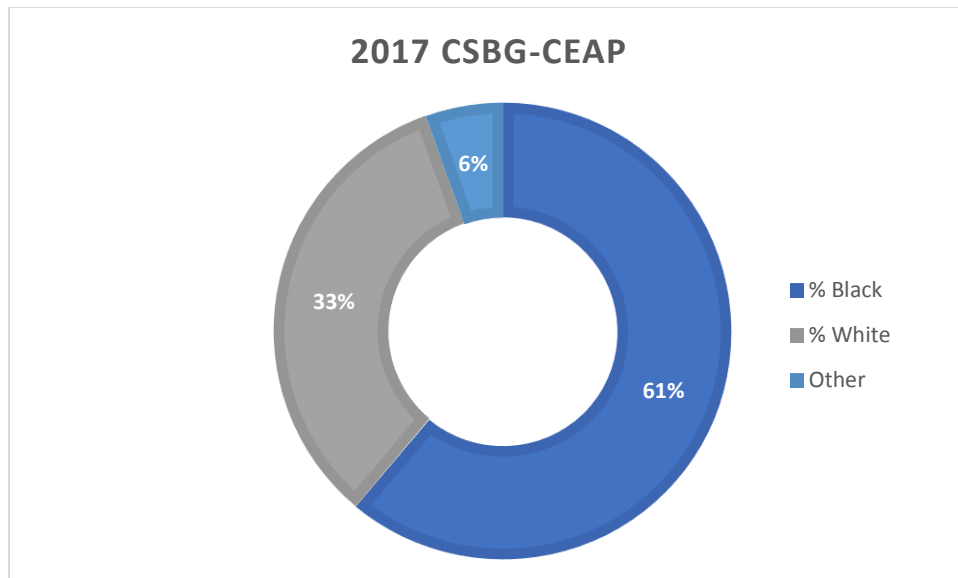
#### **Agency data collection and use**

6. Tell me about your agencies data use culture and practices.
7. In your survey response, your agency reported that you do not collect racially disaggregated data. Why does your agency not perform this practice?
8. How does your agency measure the impact of its programs and services?
9. What is the connection between the data collection & analysis, and the agency's decision-making processes?

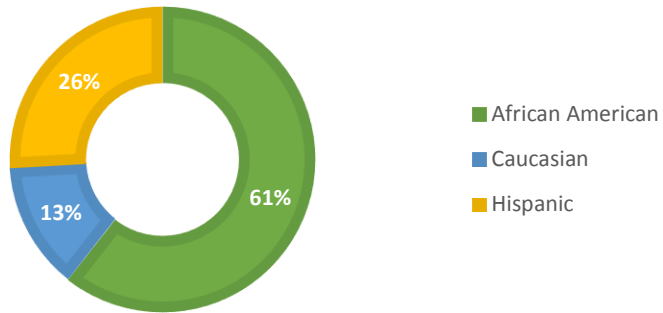
#### **Agency data processes & infrastructure**

10. What data systems are you currently using? (Please describe how the department is currently using this system)
11. What amount of staff is dedicated to data collection & analysis? Where do they sit in the organizational chart?

## Appendix C. Data Analysis

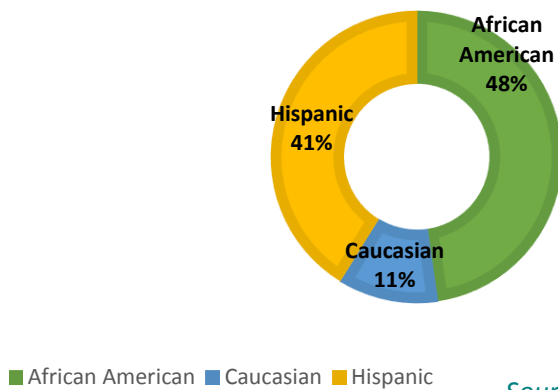


### VEHICLE TRAFFIC VIOLATION (EQUIPMENT, INSPECTION, REGISTRATION)



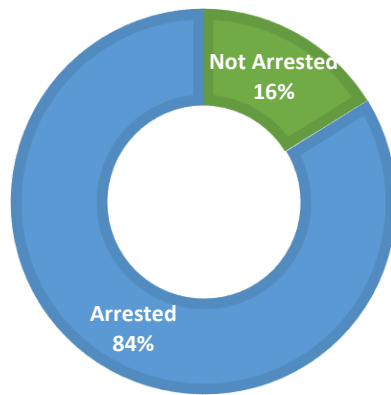
*[Source: Municipal Court Data](#)*

### PRE-EXISTING KNOWLEDGE (I.E. WARRANT)



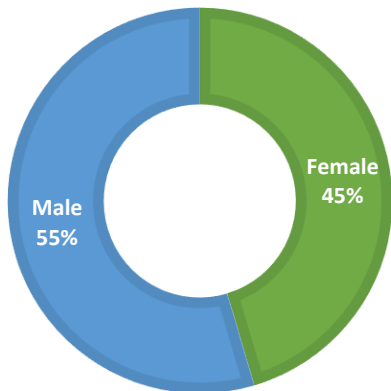
*[Source: Municipal Court](#)*

## AFRICAN AMERICAN ARRESTS



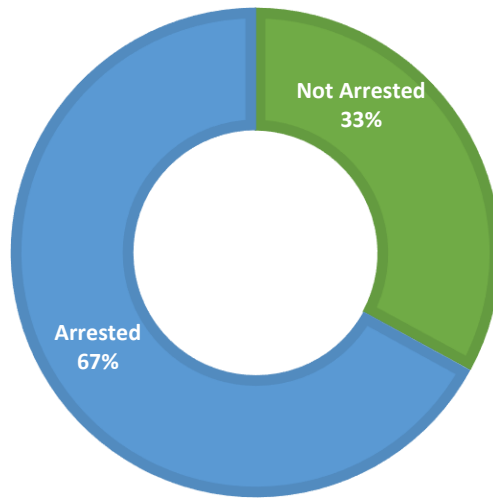
*Source: Municipal Court Data*

## AFRICAN AMERICAN GENDER



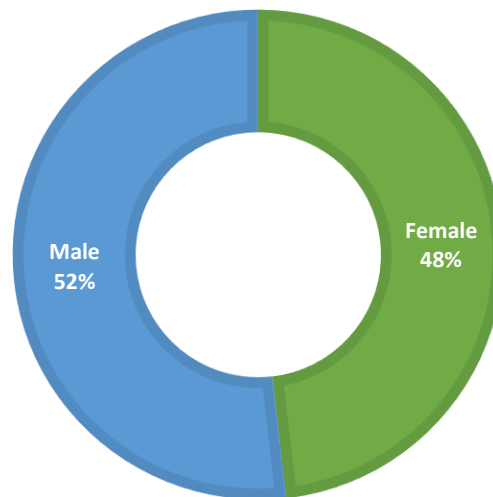
*Source: Municipal Court Data*

### CAUCASIAN ARRESTS



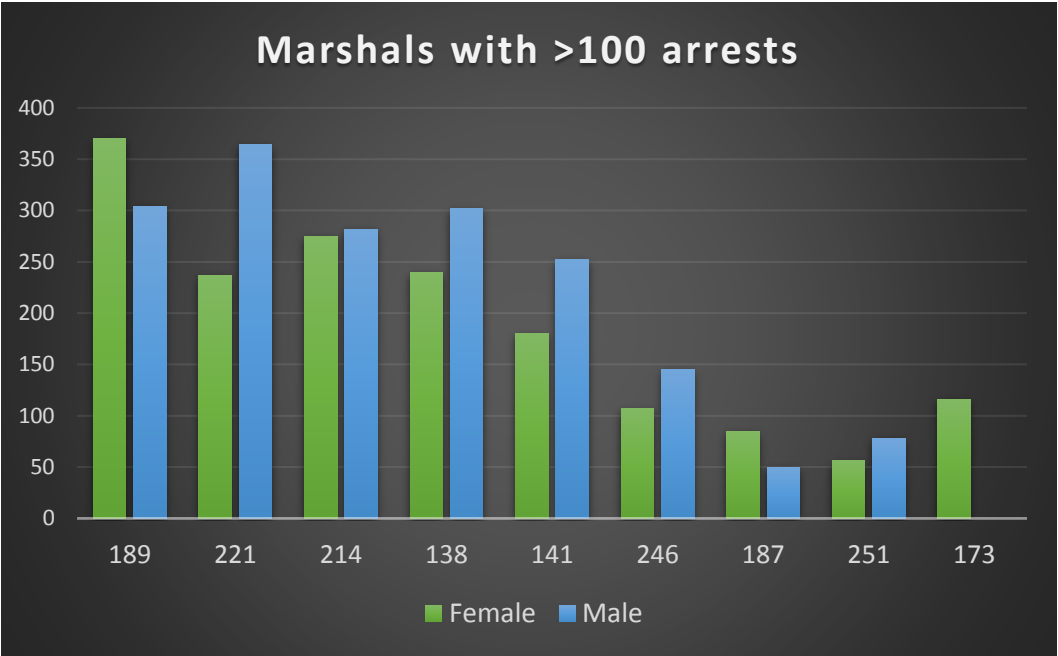
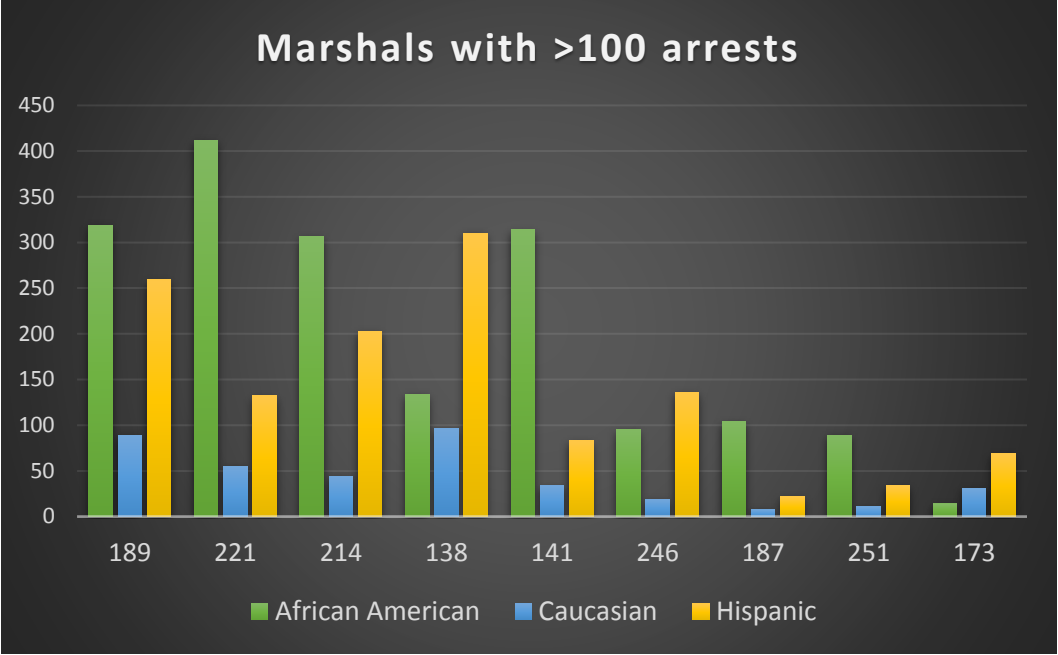
*Source: Municipal Court Data*

### CAUCASIAN GENDER



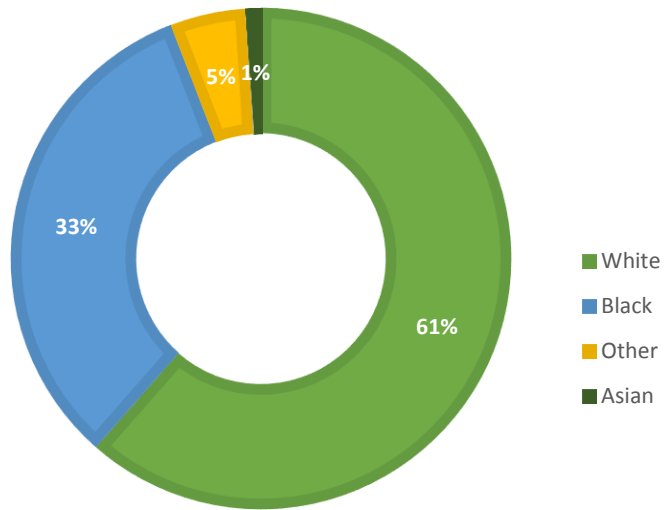
*Source: Municipal Court Data*





Source: Municipal Court Data

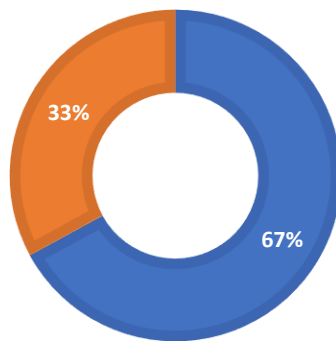
### FEES AND FINES BY RACE



*[Source: Municipal Court Data](#)*

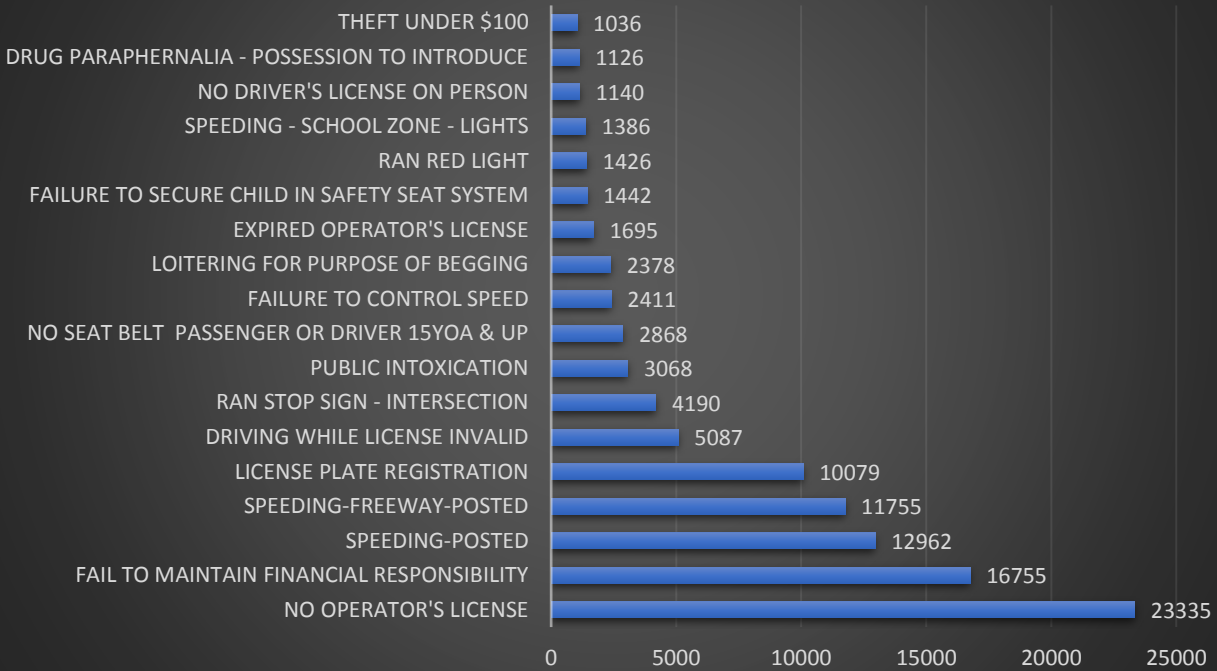
### FEES AND FINES BY GENDER

■ Male ■ Female

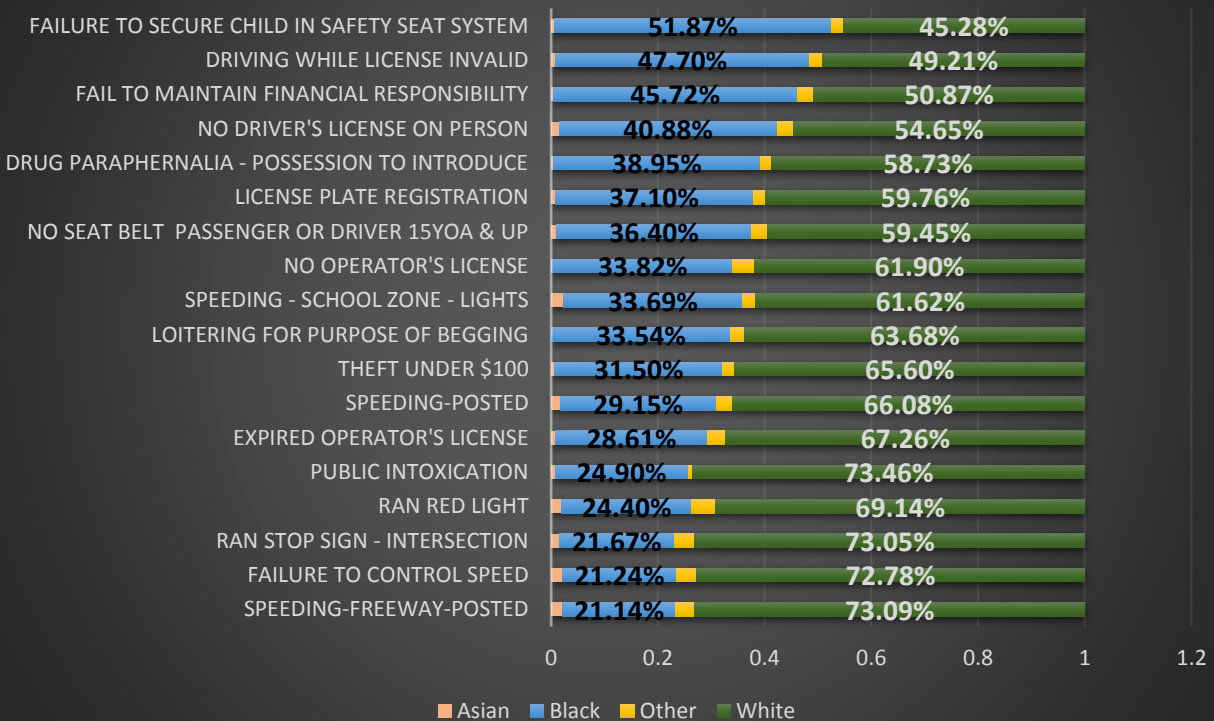


*[Source: Municipal Court Data](#)*

## Violations with counts > 1,000

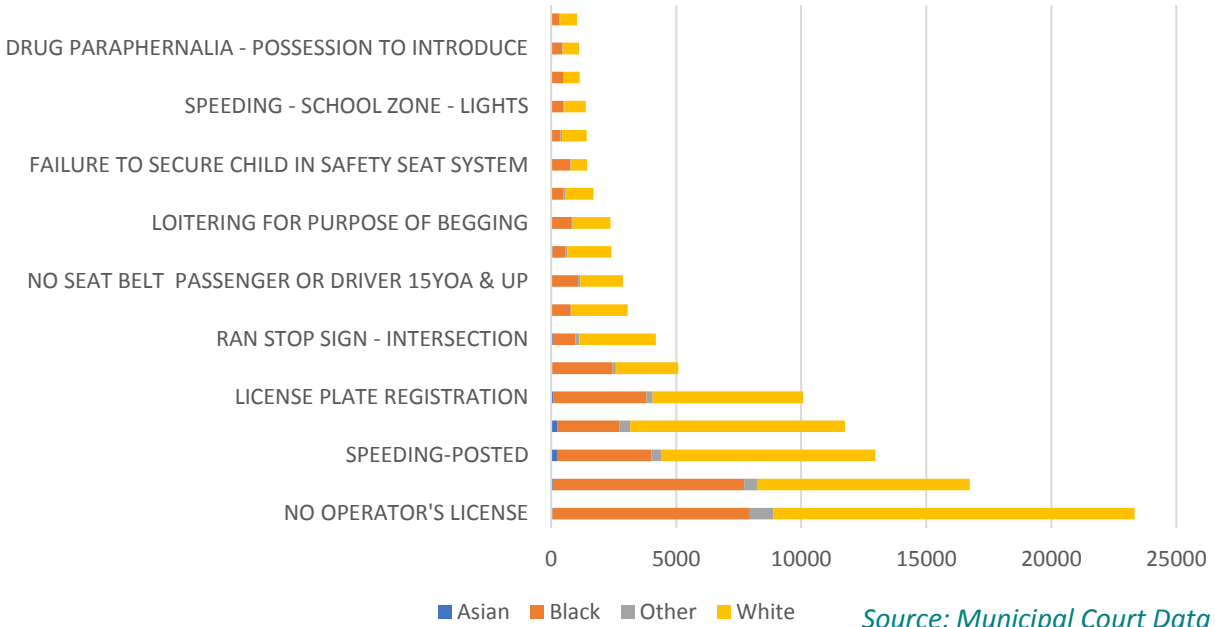


## FEES & FINES VIOLATIONS BY RACE

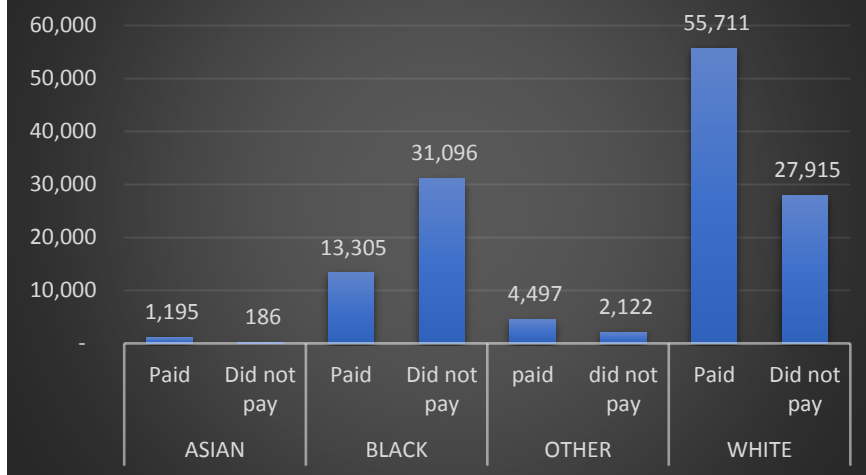


Source: Municipal Court Data

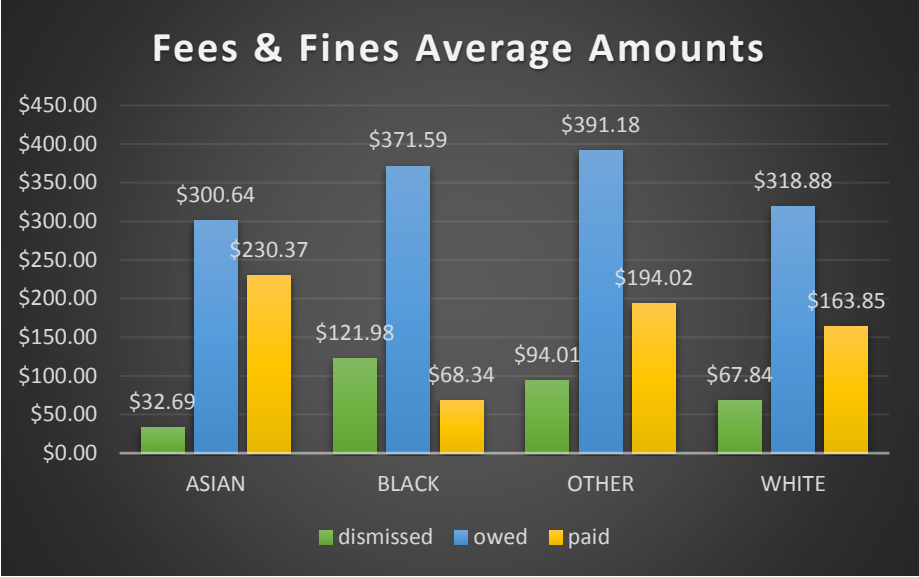
## FEES & FINES VIOLATIONS BY RACE



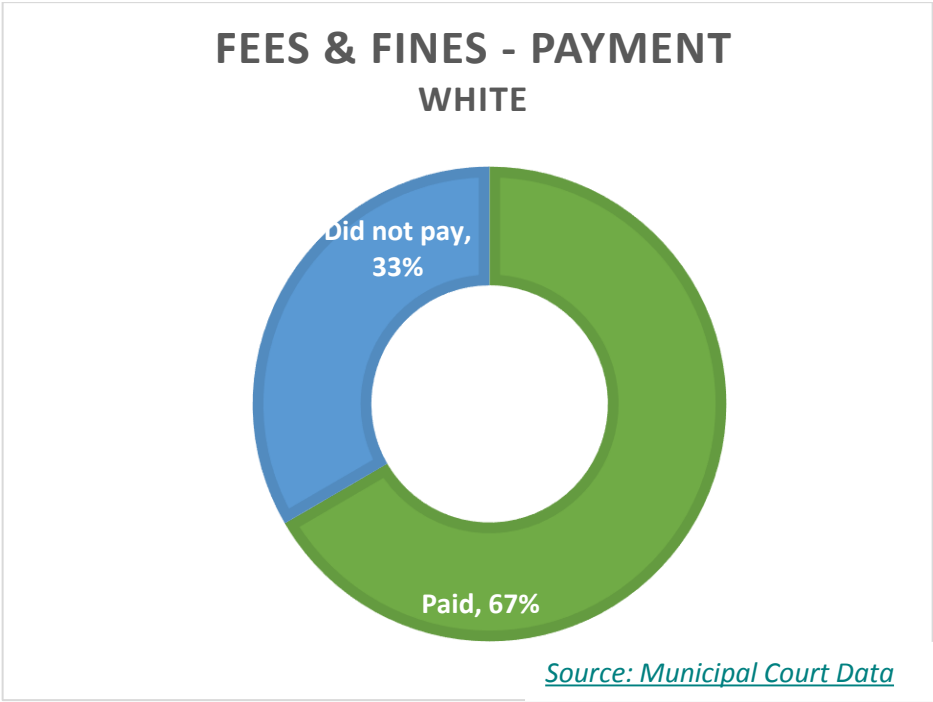
## Fees & Fines - Ability to Pay



Source: *Municipal Court Data*

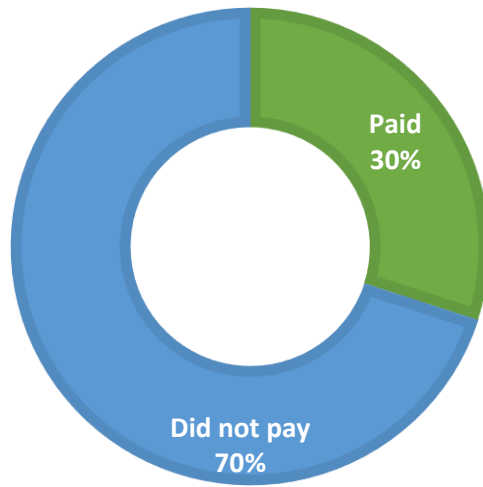


Source: Municipal Court Data



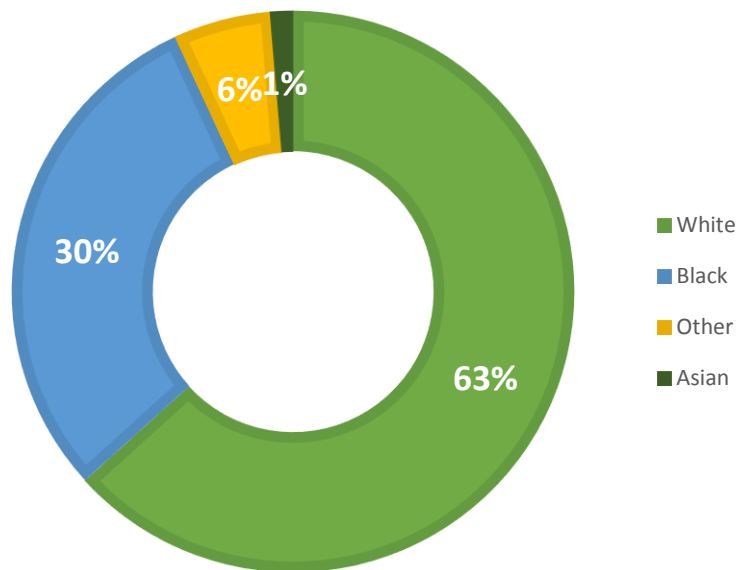
Source: Municipal Court Data

## FEES & FINES - PAYMENT BLACK



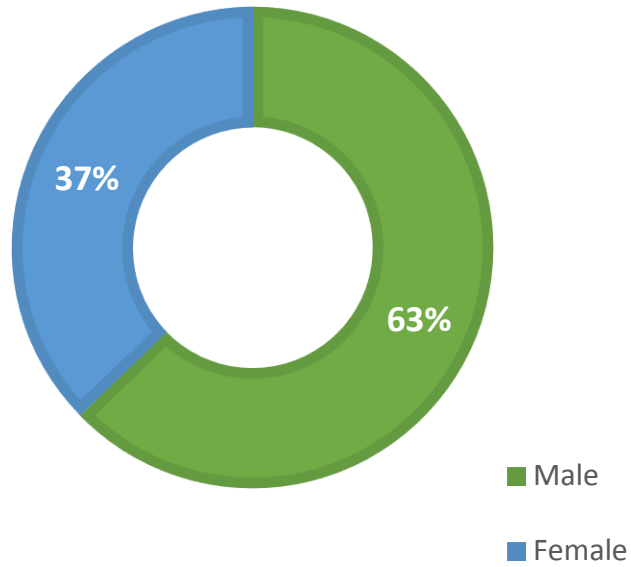
*Source: Municipal Court Data*

## RACE DISTRIBUTION OF COURT CASES



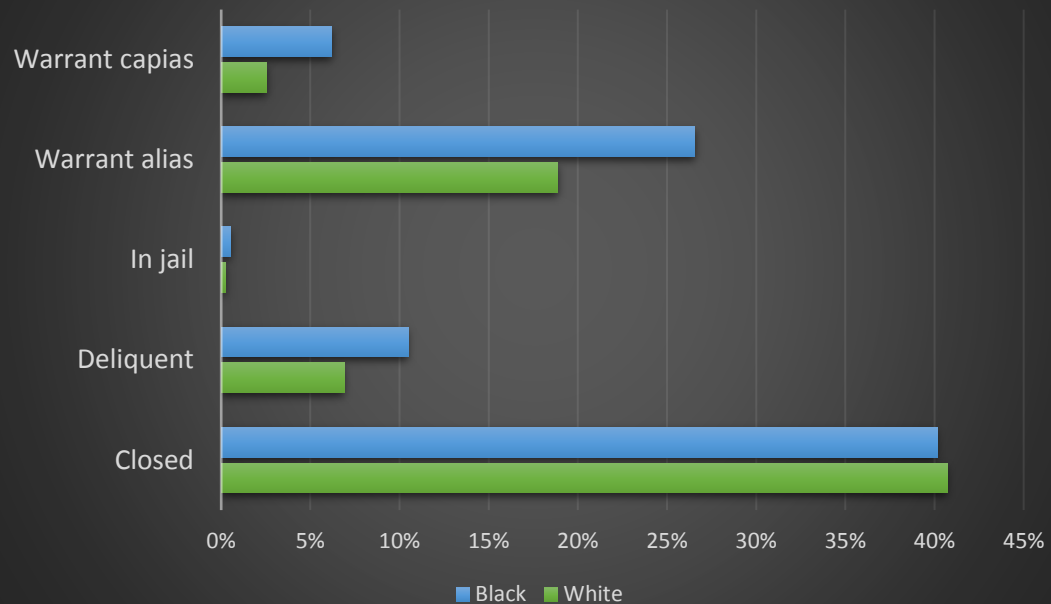
*Source: Municipal Court Data*

### GENDER DISTRIBUTION OF COURT CASES



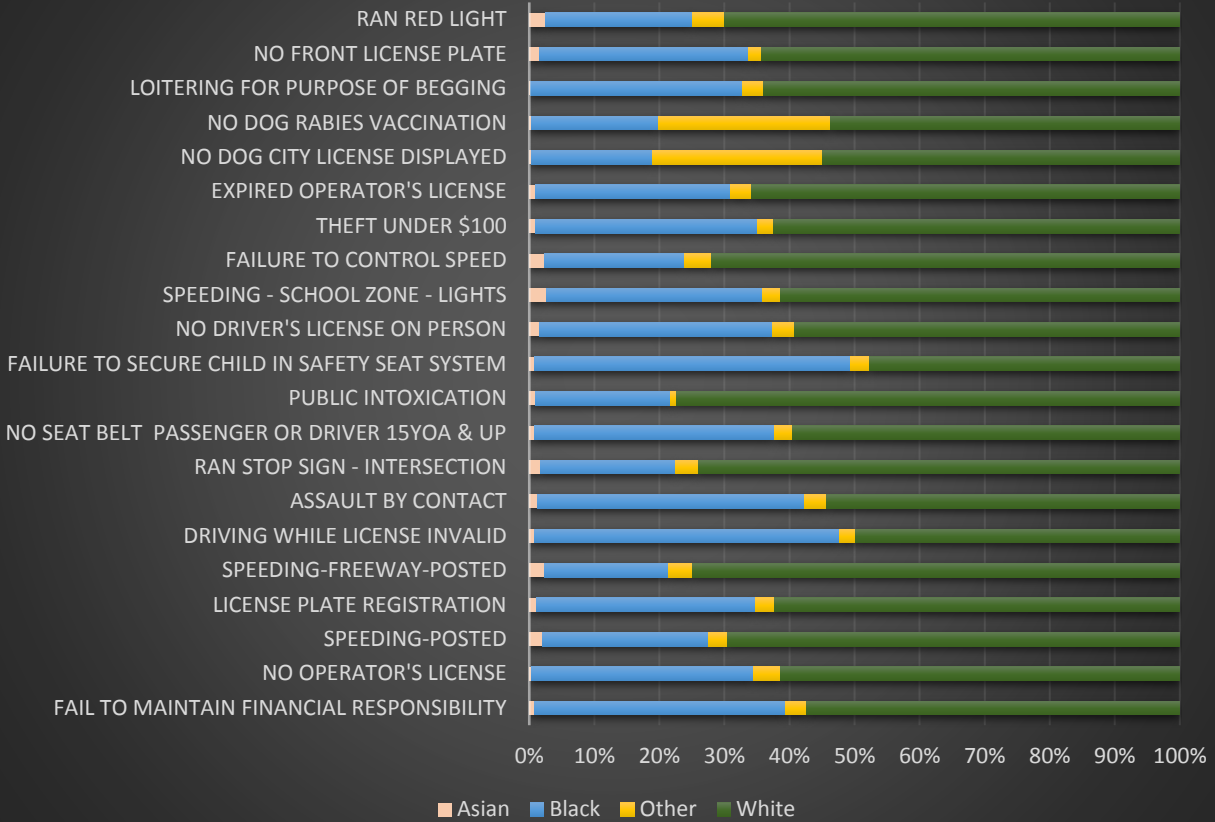
*Source: Municipal Court Data*

### Case Status by Race



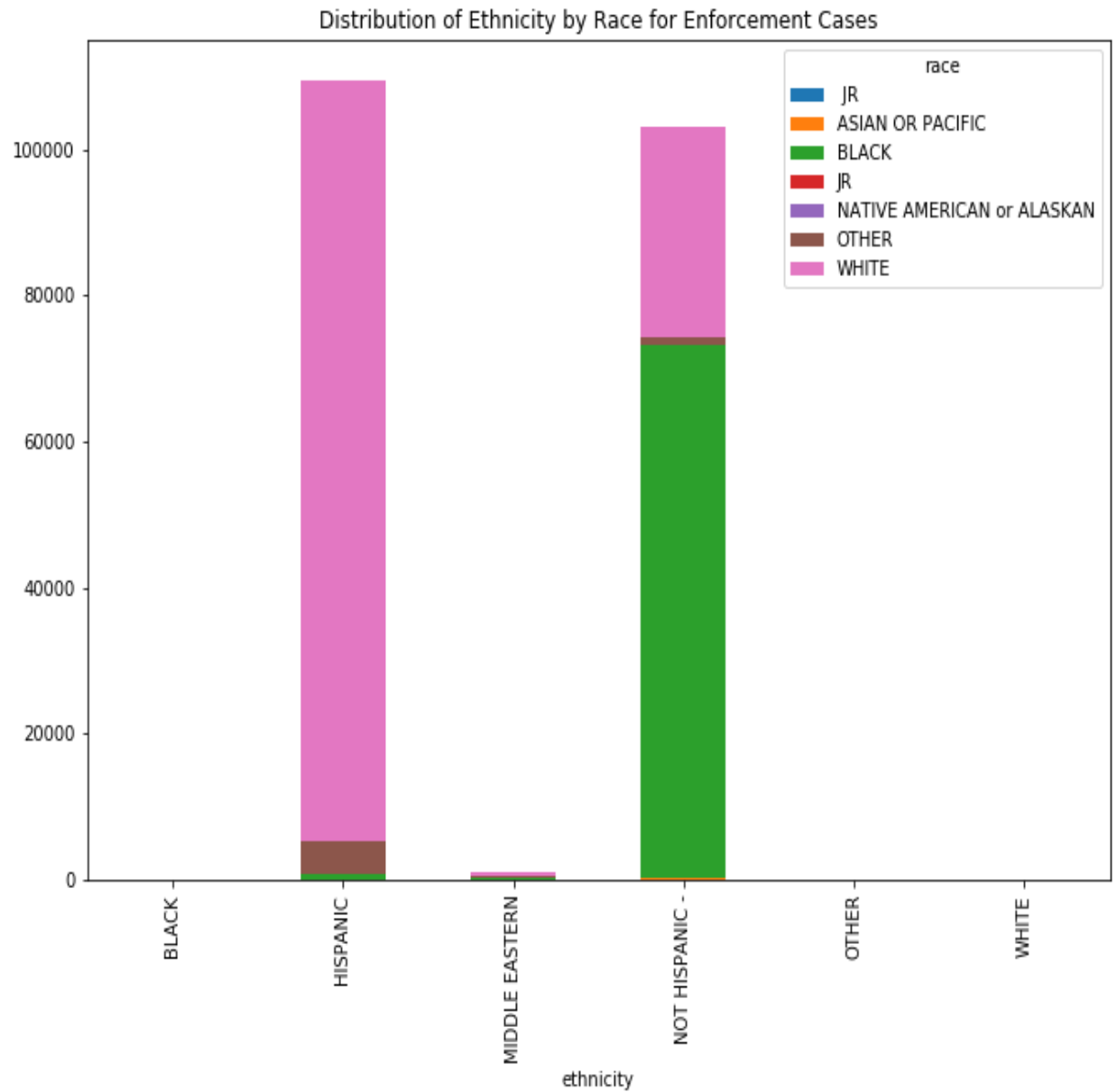
*Source: Municipal Court Data*

## Race by Violation for Court Cases

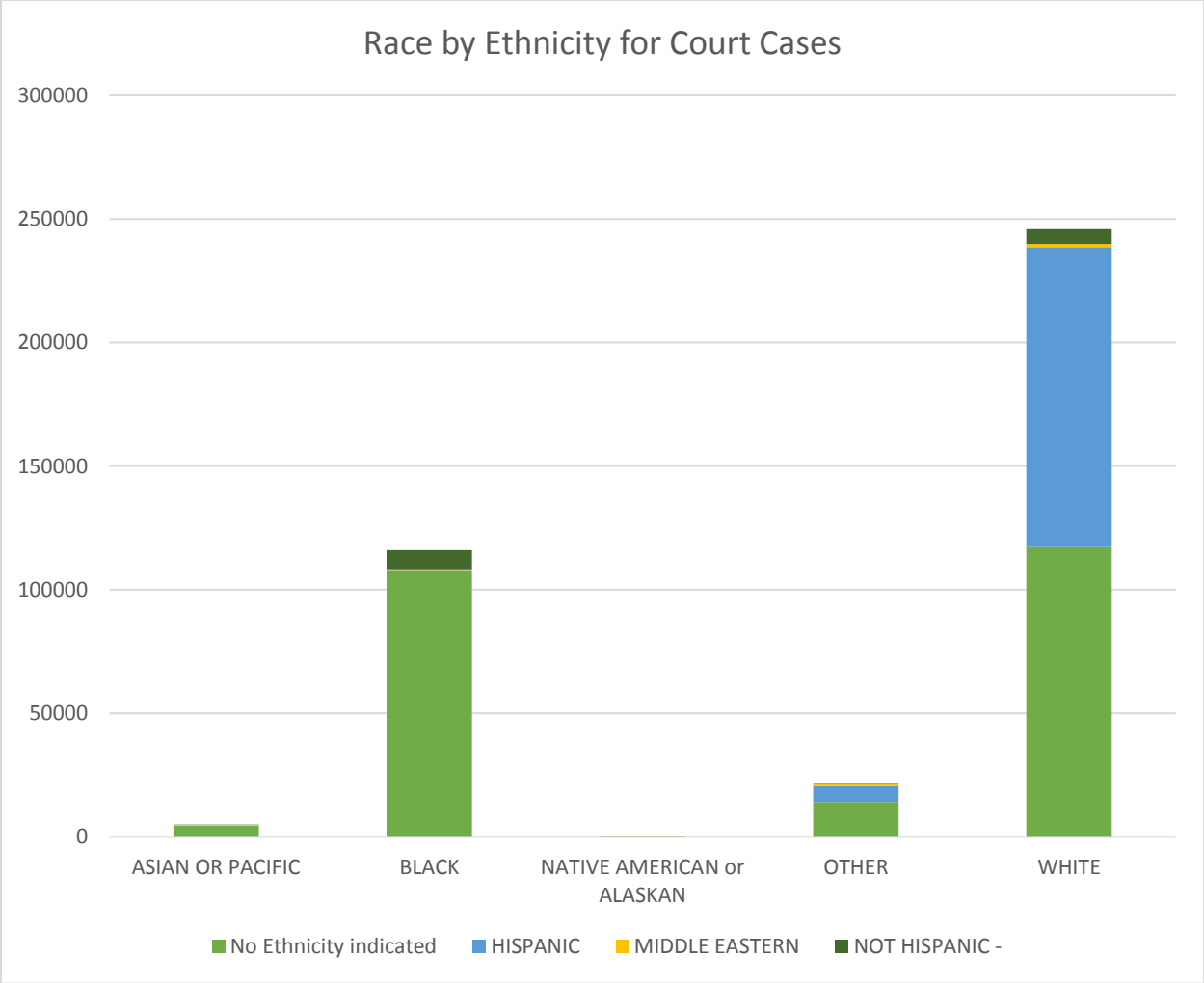


Source: Municipal Court Data

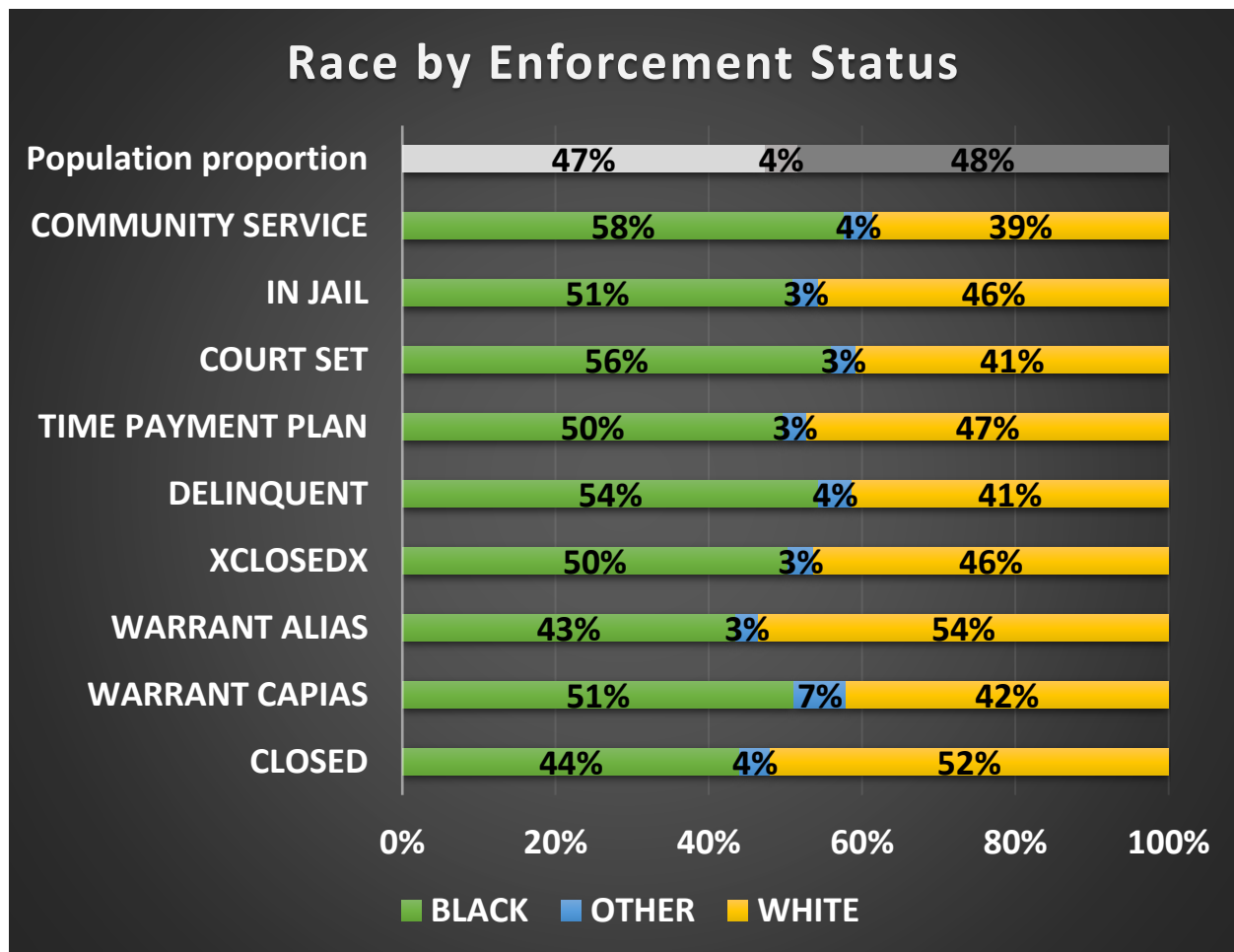




Source: Municipal Court Data



Source: Municipal Court Data



Source: Municipal Court Data

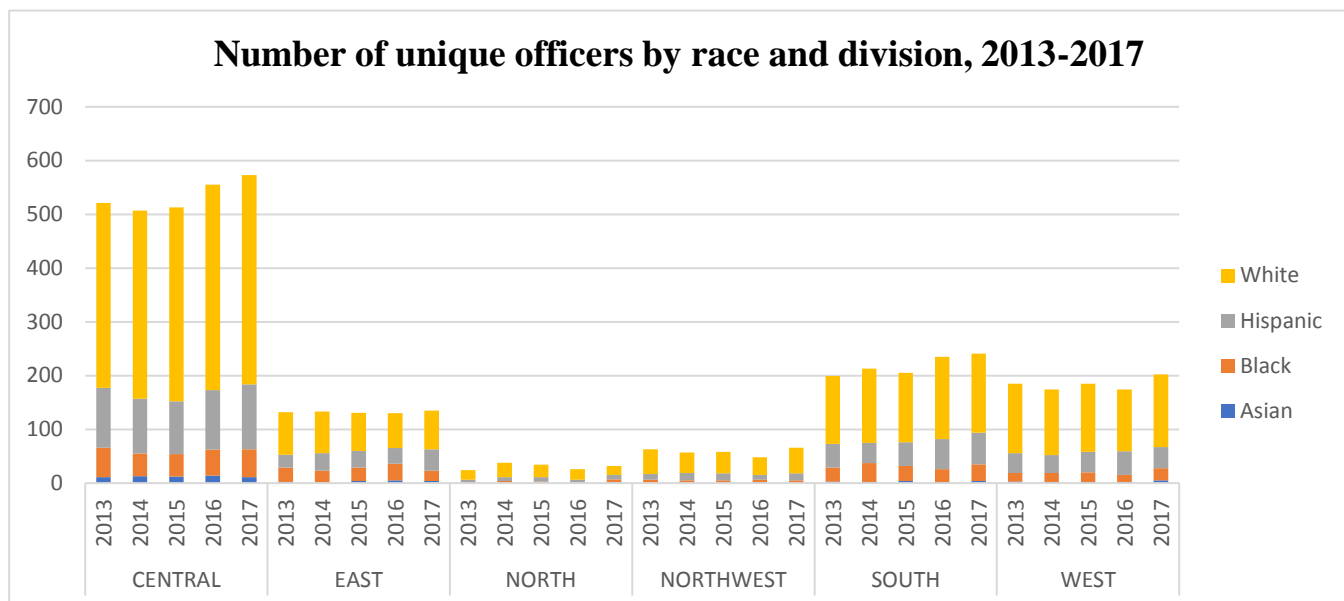
## POLICE DEPARTMENT DATA

### Police Department Crime Data

Total cases 2013-2017: 555,184 <sup>1</sup>			
	2017	Change from 2016	Change from 2015
Total police reporting areas <sup>2</sup>			
Total officers	31,068	0.5% decline	17% increase
Total arrests	21,237	0.9% decline	10% decline
Total suspects	39,334	2% increase	9% increase
Total victims	40,616	4% increase	10% increase

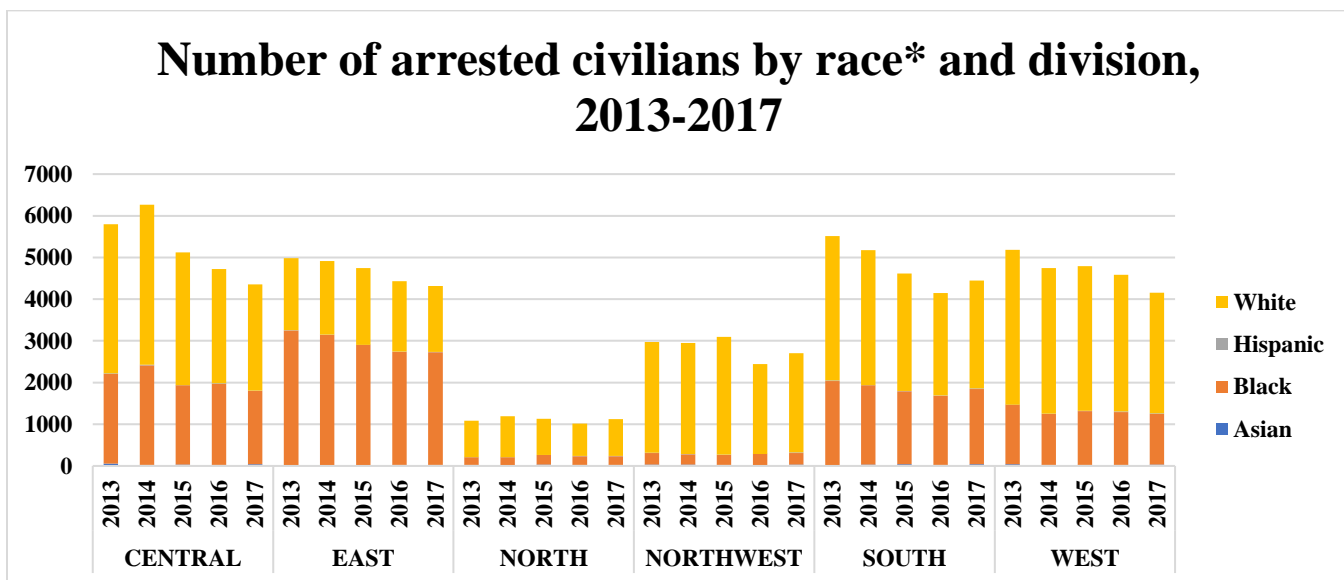
<sup>1</sup>Observations without an identifier for police reporting area or for officer were dropped.

<sup>2</sup>The FWPD also provided a shapefile identifying the geographic location of all police reporting areas (PRA). This file included information on the division (total 6) and district (total 12) in which a PRA was located. The division was used to create many of the following figures.

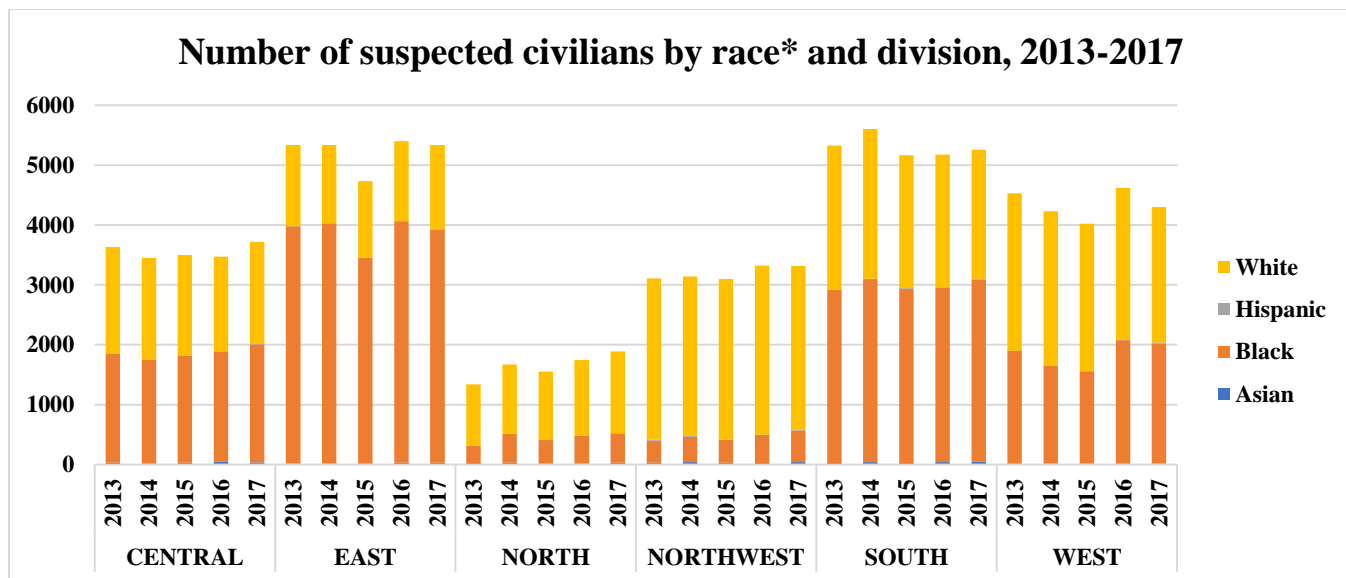


<sup>1</sup>Unique means an officer was counted only once regardless of the number of case numbers reported by the officer.

<sup>2</sup>Officer race was captured in the data by the following categories: two or more races, American Indian, Asian, Black, Hispanic, Pacific Islander and White. For ease of viewing, only the top four categories are provided here.

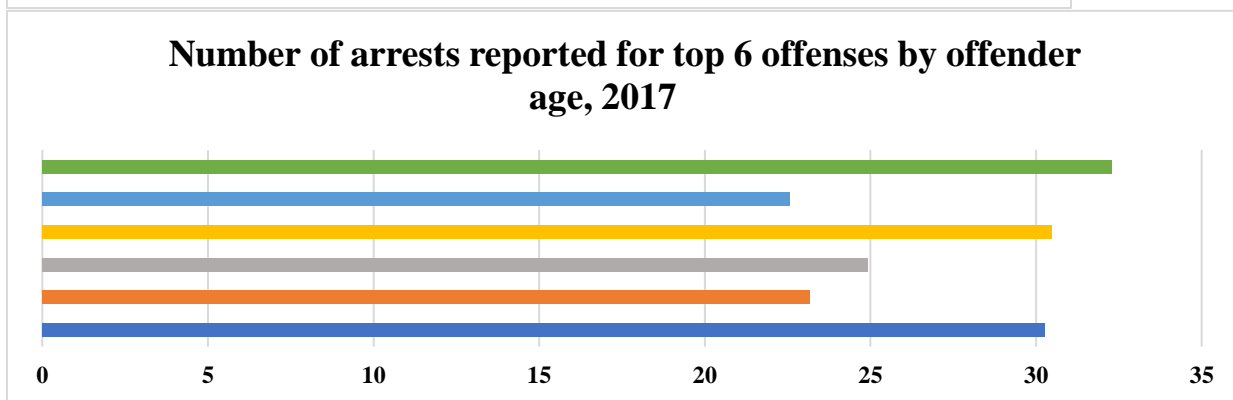
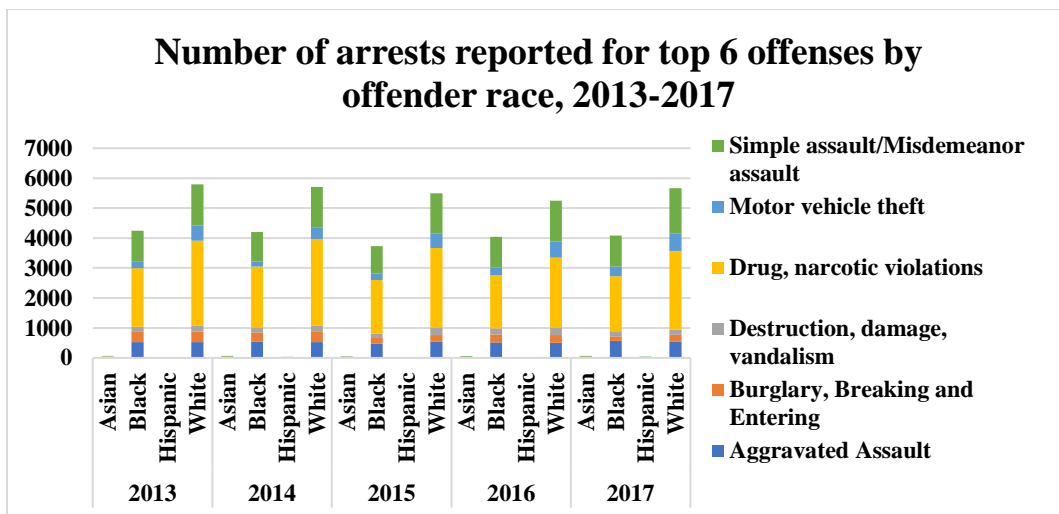


\*Note: Data does not include arrests of juveniles, individuals involving child abuse and sexual assaults that occurred at a residence



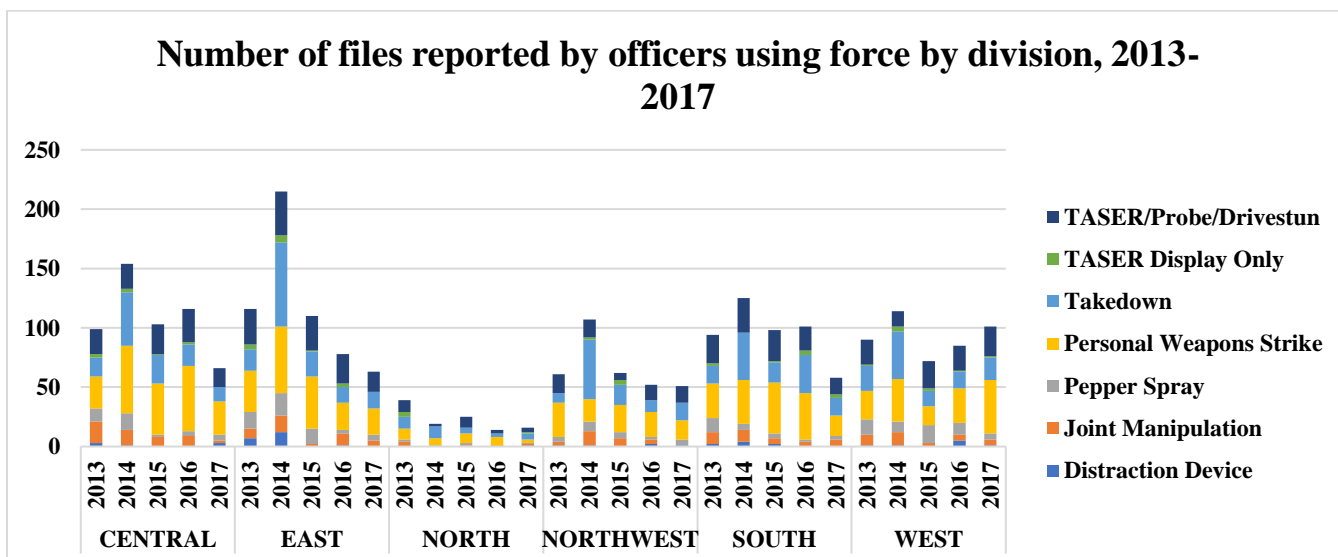
\*Note: Data does not include arrests of juveniles, individuals involving child abuse and sexual assaults that occurred at a residence

\*Civilian race was captured in the data by the following categories: American Indian, Asian, Black, Pacific Islander, White, other and unknown. Citizen ethnicity was captured in the data by the following categories: Hispanic, non-Hispanic and unknown. The race categories for other and unknown were combined with the ethnicity category for Hispanic to identify citizens of Hispanic race. For ease of viewing, only the top four categories are provided here.

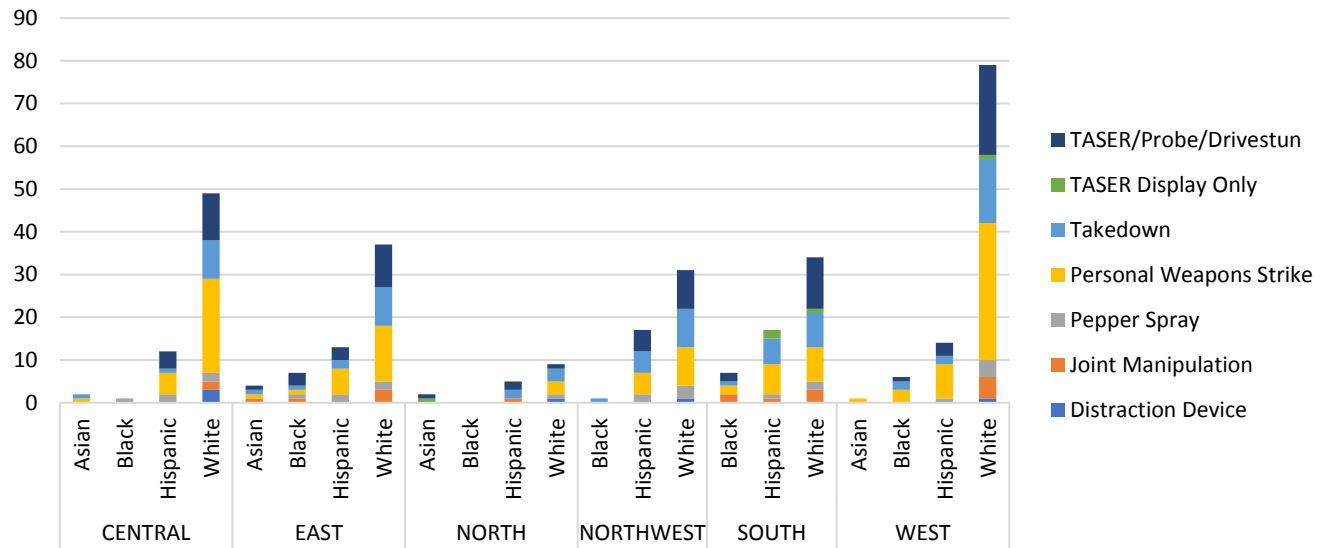


#### Police Department - Use of Force Data

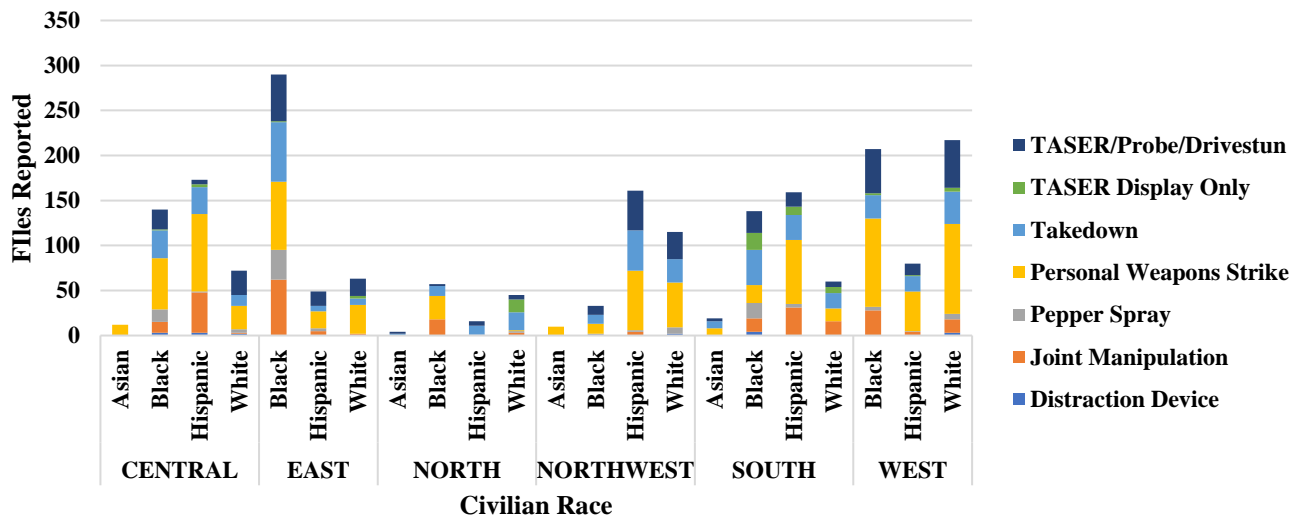
Total files 2013-2017: 16,724			
	2017	Change from 2016	Change from 2015
Total officers using force	359	22% decline	25% decline



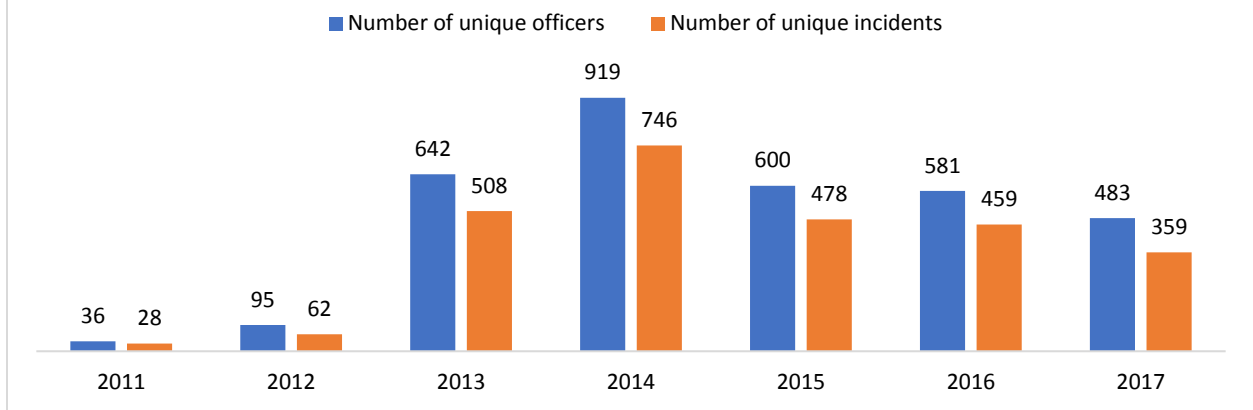
**Number of use-of-force incidents by officer race and division, 2017**



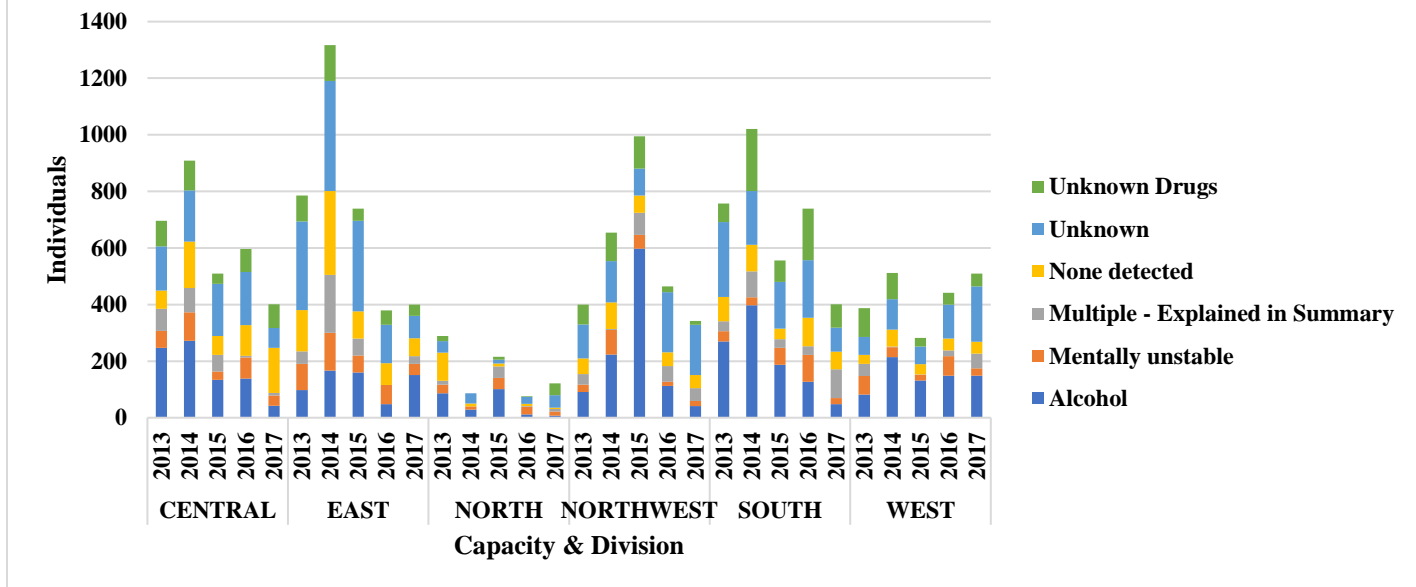
**Number of files reported by officers using force on citizens by race and division, 2017**



## Number of unique officers using force and unique incidents, 2011-2017

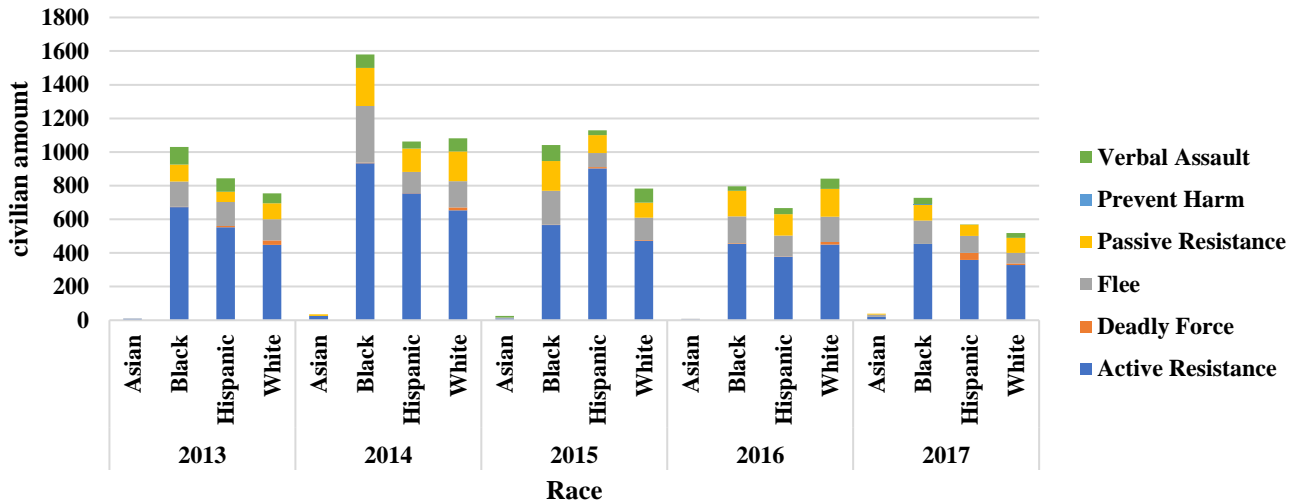


## Number of individuals assessed for physical and mental capacity by division, 2013-2017



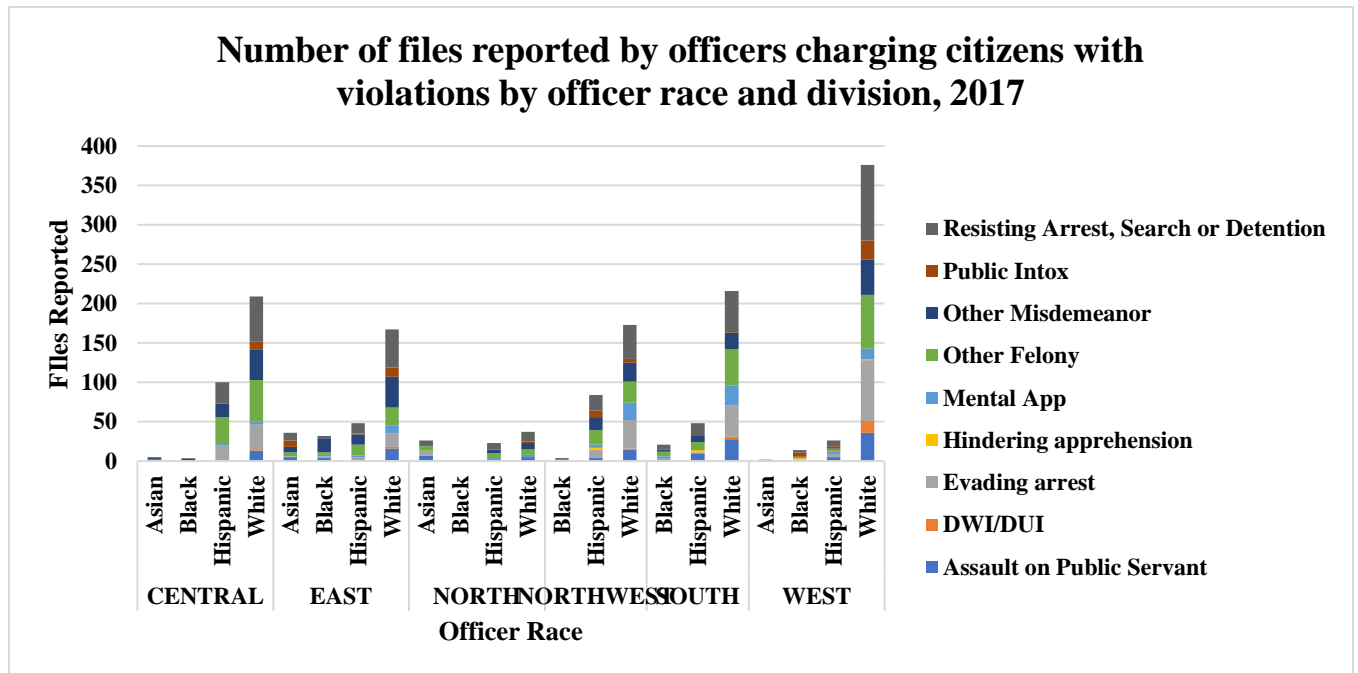


## Number of citizens using resistance by type & race, 2013-2017



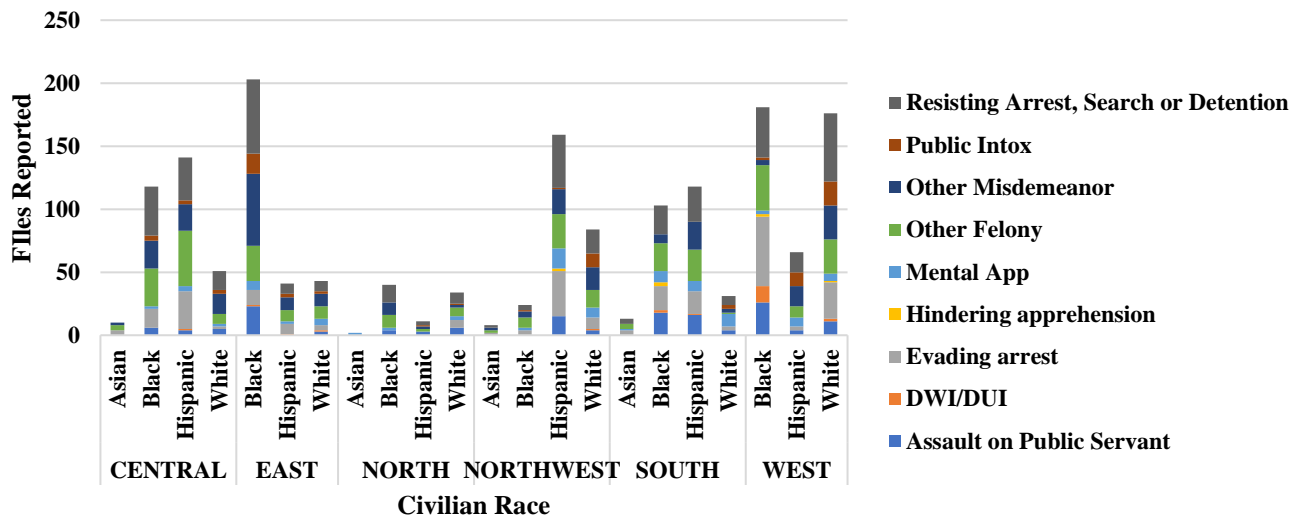
\*Note: number of citizens who used resistance

Number of files reported by officers (top) charging citizens (bottom) with violations by race and division, 2017



\*Note: Data does not include arrests of juveniles, individuals involving child abuse and sexual assaults that occurred at a residence

### Number of files reported by officers charging citizens with violations by civilian race and PD division, 2017

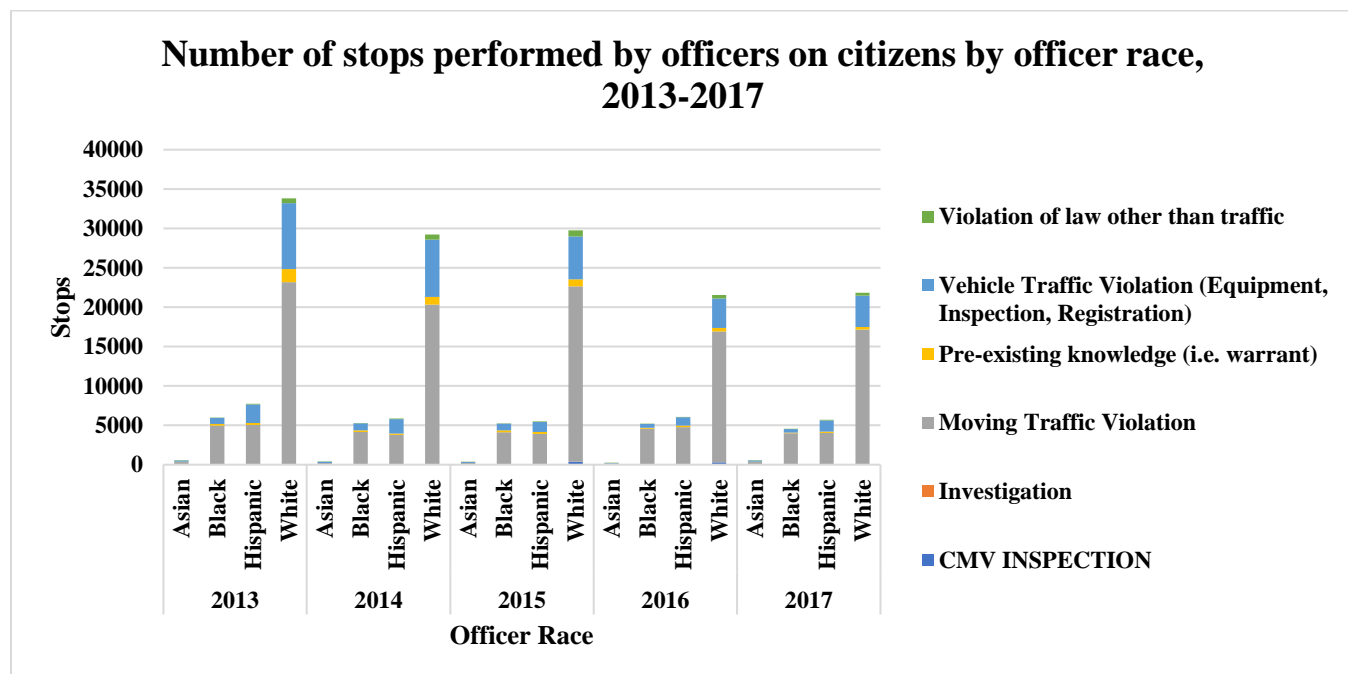
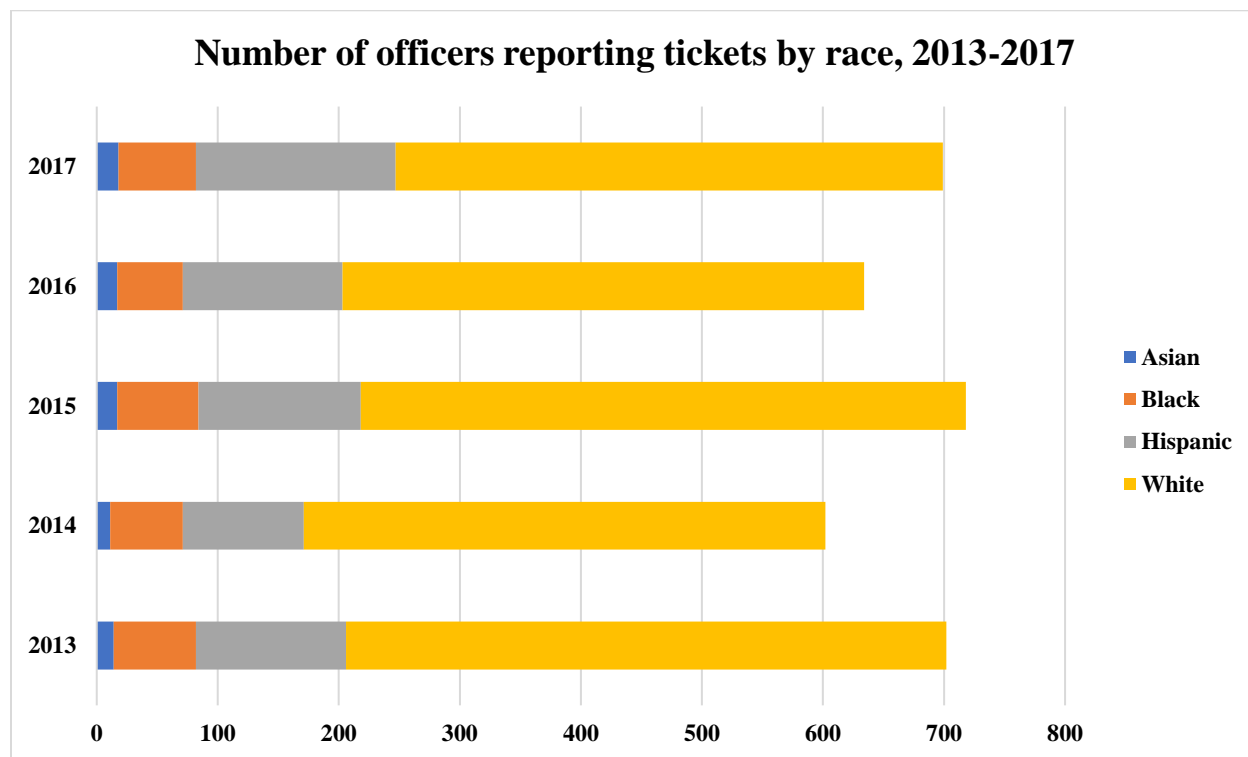


\*Note: Data does not include arrests of juveniles, individuals involving child abuse and sexual assaults that occurred at a residence

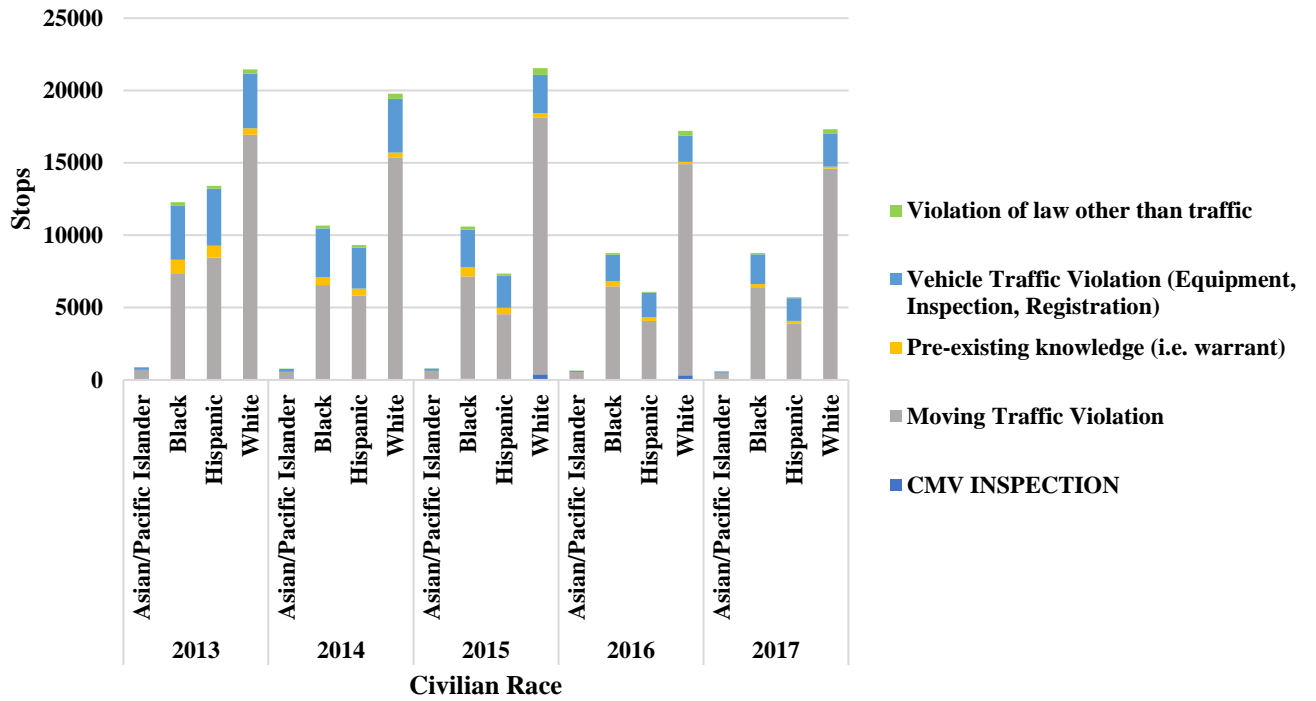
## Police Department - Stops Data

Total tickets 2013-2017: 196,934*			
	2017	Change from 2016	Change from 2015
Total tickets	32,880	1% decline	20% decline
Total officers	699	10% increase	3% decline

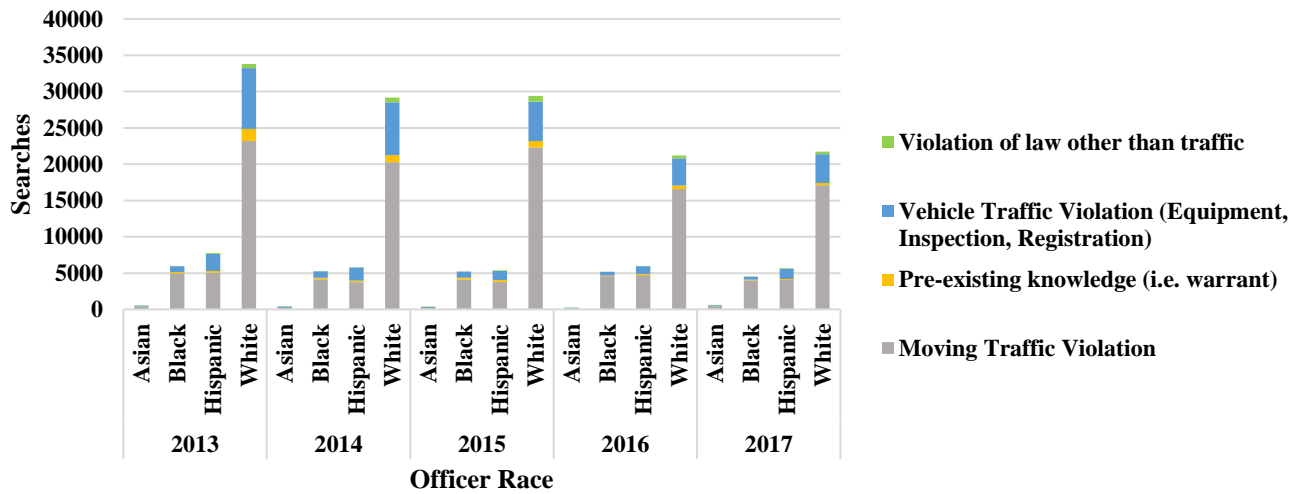
\*This value excludes observations without an officer identification number, officer race or violator race.



### Number of stops performed by officers on citizens by civilian race, 2013-2017



### Number of searches conducted when stopped by officers on citizens by officer race, 2013-2017



### Number of searches conducted when stopped by officers on citizens by civilian race, 2013-2017

